

Policy

**BOARD OF EDUCATION
HORTONVILLE AREA SCHOOL DISTRICT**

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PROFESSIONAL LEARNING

Pursuant to State law, the Hortonville Area School District will work collaboratively with the Wisconsin Department of Public Instruction, public postsecondary institutions, consortia, and professional organizations. The purpose of the system is to increase student achievement, enhance classroom instructional strategies that promote rigor and relevance throughout the curriculum, and prepare students for continuing education and the workforce.

The Board of Education will provide funding for professional learning required by State law and will authorize expenditures from other sources to continuously strengthen the District's system of professional learning.

The District's strategic plan for professional learning will incorporate school improvement plans, and will align with the framework for standards adopted by Learning Forward. Furthermore, the results of the performance evaluations in which professional staff members participate, pursuant to Wisconsin State Law Act 166, will be used when identifying the areas for which professional learning will enhance teaching to increase student learning.

Professional learning activities may be delivered through distance learning and other technology based delivery systems, book studies, team meetings, conferences, institutes, and other best practice delivery models. All staff shall participate in ongoing professional learning relative to their role within the District. Additionally, professional learning activities may be made available to instructional personnel of nonpublic schools in the District.

The District will provide for the continuous evaluation of the quality and effectiveness of professional learning programs in order to eliminate ineffective programs and strategies and to expand effective ones. Evaluations must consider the impact of professional learning on the performance of participating educators and their students' achievement and behavior.

The learning for professional personnel shall focus on professional learning communities to include activities such as analysis of student achievement data, ongoing formative and summative assessments of teaching and student achievement, identification and use of enhanced and differentiated instructional strategies that emphasize rigor, relevance, and reading in the content areas, enhancement of subject content expertise, integrated use of classroom technology that enhances teaching and learning, classroom management, and use of systems to enhance student engagement and maintain a positive school culture, parent involvement, and school safety.

Professional staff members shall collaboratively establish and maintain an individual professional learning plan for each professional employee assigned to the school as a seamless component to the school improvement plans. The individual professional learning plan shall be written in SMART Goal format and:

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- A. Be related to specific performance data for the school and/or students to whom the professional staff member is assigned;
- B. Define the professional learning objectives and specific measurable improvements expected in student performance as a result of the professional learning;
- C. Include an evaluation and reflection component that determines the effectiveness of the professional learning plan.