

Growing Professionally

New Licensed Staff Induction Program



Module Overview/Purpose

- District 214 promotes the continuous improvement of staff to increase student achievement
- All staff members are expected to plan and actively participate in a variety of experiences that will lead to continued professional growth and renewal

Objectives

- After today's session, participants will understand....
 - expectations and requirements for professional growth and licensure.
 - opportunities and incentives for professional development.
 - how to become more involved in school-related activities.

Expectations for Professional Growth

- Master's Degree by step 15
- Master's + 30 by step 24
- 3-hour vertical advancement (11th, 15th, 19th and 23rd; once tenured)

3-hour Requirement

Courses that qualify:

- Content
- Internal University
- Pedagogy/Strategies
- ELL
- Special Education
- Reading
- Writing
- Approved Programs (Masters, +30,+60) with specific courses related to content and/or pedagogy/strategies

Licensure

- Everything is done online: <https://secl.isbe.net/iwas>, link to ELIS (Educator Licensure Information System)
 - Professional Educator License (PEL)
 - Endorsements
 - Degrees
 - Renewing PEL
 - Every 5 Years
 - Must meet Professional Development Requirement (Keep all evidence of professional development activities in a folder)

Options for Professional Development

- Master's Degree
- Master's +30
- Master's +60
- Doctoral Degree (Ed.D, Ph.D)
- National Board Certification
 - Master's Degree and at least 3 years of teaching
- Additional Endorsements/Designations
 - ELL, Special Education, Bilingual, Reading Specialist, General Administrative

Professional Development Fund (PDF)

- Reimbursement for Coursework
 - Percentage differentiated by course type
 - Eligible after first year (inexperienced teachers) or after first semester (experienced teachers)
 - Must apply for tuition reimbursement for each course, each semester

Professional Development Plan

- Ask yourself...
 - What knowledge and skills would make me better able to impact district goals and increase the achievement of my students?
 - Discuss goals and options with mentor, Division Head (supervisor) and/or API
- Entered online
 - Print and obtain signatures for approval
 - Attach course descriptions
 - Must be approved before taking coursework
 - Can be changed (addendum)
 - Liaison in Department of Professional Learning
 - Kathie Hansen (EGHS, RMHS, WHS, Vanguard, NCTR)
 - Toni Pytel (BGHS, JHHS, PHS, FVAS, NCTR)

Resources Available

- Professional Learning Webpage (District Website)
 - Click on Teachers/Certified Staff (EA)

Teachers/Certified Staff (EA)

Applying for Professional Growth

Best Practice and Resources

Conferences/Seminars

Employee Portal

Graduate Courses and Cohorts

Just in Time Support

Professional Development Library (SIRS)

Mentor Program

Recertification

Registration

Tuition Reimbursement

Internal

University/Workshops(including Summer)

These links will take you to other web pages with specific information, guidelines and instructions pertaining to each topic.

Professional Development Process

- Find coursework that meets your needs
- Put the coursework on the appropriate plan and print the plan to obtain the necessary signatures for approval
- Enroll in the course(s)
- Apply for tuition reimbursement (during the application window) for each course
- Turn in grade and tuition receipt to receive tuition reimbursement

Co-curricular Activities

Athletics

Boys and Girls Soccer
Boys and Girls Volleyball
Boys and Girls Tennis
Boys and Girls Cross Country
Boys and Girls Golf
Boys and Girls Basketball
Boys and Girls Swimming
Boys and Girls Track
Boys and Girls Gymnastics
Boys and Girls Water Polo
Girls Badminton
Girls Bowling
Girls Softball
Boys Football
Boys Wrestling
Boys Baseball

Activities

Competitive Marching Band*
Debate Team
IE/Speech Team
Math Team
Scholastic Bowl Team
Science Olympiad Team
Student Congress Team
Group Interpretation
Musical
Fall Play
Winter Play
Spring Play
Cheerleaders
Pom Poms
Jazz Band*
Drill Team
Orchestra Performance
Chess Team
Class Board Officers
Student Council Officers
Cricket
Robotics Team
School Art Performance/Play
Show Choir*

(*Interscholastic Competition or Non-Graded Performance)

Recognitions and Scholarships

- Importance of Acknowledgment
 - Positive Effect on School/District Culture
- Scholarships and Recognitions Available
 - For Students
 - For Fellow Staff Members
- Social Media
 - Appropriately Publicizing Accomplishments

Questions/Comments

- What questions do you have about the information presented today?
- Is there a topic that you feel you need more information on?
- Do you have any specific concerns at this time?