

## **Personnel - Certified/Non Certified Professional Development**

Professional development is viewed by the Board of Education (the “Board”) as a continuous systematic effort to improve educational programs in the Middletown Public Schools through (1) staff involvement in organized program planning, implementation and evaluation efforts, and (2) activities to upgrade the skills, knowledge and ability of educators to improve student learning.

All certified employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

### **In-Service Training Program**

The Board will provide an in-service training program for its teachers, administrators and pupil personnel who hold the initial educator, provisional educator or professional educator certificate. Such program will provide such teachers, administrators and pupil personnel with information on all topics required by Conn. Gen. Stat. § 10-220a(a), and any other law requiring the Board to provide in-service training. The Board will allow any paraprofessional or non certified employee of the Board to participate, on a voluntary basis, in any in-service training program provided to certified staff on the topics mandated by Conn. Gen. Stat. § 10-220a(a).

### **Professional Development and Evaluation Committee**

The Superintendent of Schools, on behalf of the Board, will establish a professional development and evaluation committee. Such professional development and evaluation committee shall consist of (1) at least one teacher selected by the exclusive bargaining representative for such employees, (2) at least one administrator selected by the exclusive bargaining representative for such employees, a paraeducator and (3) such other school personnel as the Superintendent of Schools, on behalf of the Board, deems appropriate. The duties of the committee shall include, but not be limited to:

- a) participation in the development of a teacher evaluation and support program for the Middletown Public Schools, pursuant to Conn. Gen. Stat. § 10-151b, and
- b) the development, evaluation and annual updating of a comprehensive local professional development plan-for certified employees of the Board.

The comprehensive local professional development plan developed by the committee shall (1) be directly related to the educational goals prepared by the Board pursuant to Conn. Gen. Stat. § 10-220(b), (2) be developed with full consideration of the priorities and needs related to student

social-emotional learning and restorative practices, in accordance with the provisions of Conn. Gen. Stat. § 10-148a and student academic achievement outcomes as determined by the State Board of Education, (3) provide for the ongoing and systematic assessment and improvement of both teacher evaluation and professional development of the Board's professional staff members, including personnel management and evaluation training or experiences for administrators, and (4) be related to regular and special student needs and may include provisions concerning career incentives and parent involvement.

### **Professional Development Activities**

The Board will offer professional development activities to (i) certified employees as part of its comprehensive local professional development plan developed by the professional development and evaluation committee or (ii) for any individual certified employee. Such professional development activities may be made available by the Board directly, through a regional educational service center or cooperative arrangement with another board of education, or through arrangements with any professional development provider approved by the Connecticut Commissioner of Education and shall be consistent with any goals identified by the certified employees and the Board.

Professional development activities should respond directly to the educational needs of the student body, including, but not limited to, the following: (a) content areas such as language arts, including reading, writing, speaking, listening, viewing and enacting; math, social studies and science; (b) methodological areas such as motivation, teaching techniques, including the use of computers in the classroom and classroom management; and second language acquisition; and (c) affective areas of interpersonal relations of students and faculty, student growth and development and staff communication, problem solving, and decision making.

### **Professional Development Program Certified Staff**

Each certified employee shall annually participate in a program of professional development, of not fewer than eighteen hours in length, of which a preponderance is in a small group or individual group settings. The professional development program shall:

1. be a comprehensive, sustained and intensive approach to improving teacher and administrator effectiveness in increasing student knowledge achievement;
2. focus on refining and improving various effective teaching methods that are shared between and among educators;
3. foster collective responsibility for improved student performance;
4. be comprised of professional learning that (a) is aligned with rigorous state student academic achievement standards, (b) is conducted among educators at the school and facilitated by principals, coaches, mentors and distinguished educators, as described in Conn. Gen. Stat. § 10-145s, or other appropriate teachers, (c) occurs frequently on an

individual basis or among groups of teachers in a job-embedded process of continuous improvement, and (d) includes a repository of best practices for teaching methods developed by educators within each school that is continuously available to such educators for comment and updating; and

5. include training in culturally responsive pedagogy and practice.

Each program of professional development shall include professional development activities, as discussed above. The principles and practices of social-emotional learning and restorative practices shall be integrated throughout the components of the program of professional development described in sections 1 through 5, above.

The Superintendent is to report annually to the Board on the professional development program, with recommendations for changes as needed.

### **Professional development Program Non Certified Staff**

(a) For the school year commencing July 1, 2023, and each school year thereafter, each paraeducator employed by a local or regional board of education shall participate in a program of professional development. Each local and regional board of education shall make available, annually, at no cost to its paraeducators, a program of professional development that is not fewer than eighteen hours in length, of which a preponderance is in a small group or individual instructional setting. Such program of professional development shall (1) be a comprehensive, sustained and intensive approach to improving paraeducators effectiveness in increasing student knowledge achievement, (2) focus on refining and improving various effective instruction methods that are shared between and among paraeducators, (3) foster collective responsibility for improved student performance, (4) be comprised of professional learning that (A) is aligned with rigorous state student academic achievement standards, (B) is conducted among paraeducators at the school and facilitated by principals, coaches, mentors, distinguished educators, as described in section 10-145s, or other appropriate teachers, (C) occurs frequently on an individual basis or among groups of paraeducators in a job-embedded process of continuous improvement, and (D) includes a repository of best practices for instruction methods developed by paraeducators within each school that is continuously available to such paraeducators for comment and updating, and (5) include training in culturally responsive pedagogy and practice. Each program of professional development shall include professional development activities in accordance with the provisions of subsection (b) of this section. The components of such program of professional development described in subdivisions (1) to (5), inclusive, of this subsection shall integrate the principles and practices of social-emotional learning and restorative practices throughout, but may not otherwise include mandated trainings such as trainings regarding blood-borne pathogens, the policies and procedures of the Department of Children and Families and sexual harassment.(b) Local and regional boards of education shall offer professional development activities to paraeducators as part of the plan developed pursuant to subsection (b) of section 10-220a or for any individual paraeducator. Such professional development activities may be made available by a board of education directly, through a regional educational service center or cooperative arrangement with another board of education or through arrangements with any professional

development provider approved by the Commissioner of Education and shall be consistent with any goals identified by the paraeducators and the local or regional board of education.

*Conn. Gen. Stat. § 10-148d*

Amended by P.A. 23-0159, S. 10 of the Connecticut Acts of the 2023 Regular Session, eff. 7/1/2023. Added by P.A. 22-0118, S. 257 of the Connecticut Acts of the 2022 Regular Session, eff. 7/1/2022.

### **Training and Orientation Programs for Teacher Evaluation and Support Program**

The Board shall provide training for all evaluators and orientation to all certified Board employees relating to the provisions the Board's teacher evaluation and support program adopted pursuant to Conn. Gen. Stat. § 10-151b. Such training shall provide instruction to evaluators in how to conduct proper performance evaluations prior to the use of the Board's teacher evaluation and support program. Such orientation shall be completed by all certified personnel, below the rank of Superintendent, before the certified employee receives an evaluation under the teacher evaluation and support program.

Legal Reference: Connecticut General Statutes  
10-151h Training and orientation programs for educators re teacher evaluation and support program.  
10-148a Professional development for certified employees.  
 10-220a In-service training.

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MIDDLETOWN PUBLIC SCHOOLS  
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