Professional Development opportunities are selected to address student achievement deficiencies, innovative instructional design, improving teacher quality and compliance. In addition, teachers participate in a Needs Assessment and principals conference with teachers as part of the evaluation process.

Professional Development at SD 150 is funded from two sources. The district received$19,961 from federal Title II Improving Teacher Quality funding. From these funds, the District pays for administration of the funds, professional development credits, district-wide needs, and individual mini-grants. The mini-grants are a long standing means of Professional Development the District uses to focus on pockets of necessary, flexible, and diverse Professional Development needs. In addition, the District receives approximately $30,000.00 from a newly (2014-2015) created SDE budget item. From these funds, each building was designated $10,000.00 to be used at the building level for professional development designed to address professional development need customized to each level.

**Professional Development Budget**

| | | |
|---|---|---|
| **Improving Teacher Quality Title II A** | | **$  19,948.00** |
| | (65) Mini-Grants | 13,000.00 |
| | (50) Credit reimbursements @ $50.00 *limit 6 in 5 year period | 2,500.00 |
| | Title IIA Administration | 4,000.00 |
| | | **$19,500.00** |
| | *Note: Need $20K for each teacher to have 2 full days.* | |
| **Building Level Professional Development** | | **$30,000.00** |
| | | **$49,500.00** |

The district participates in SafeSchools which is an online safety program provided by the insurance company. SafeSchools provides online training modules on a variety of topics ranging from social issues and boundaries, to fall prevention and chemical storage. The fee is minimal. Training can be provided for the entire staff, for remediation efforts, or by staff category. Fall 2015, the District implemented SafeSchools Policy component where staff will be assigned pertinent district policy for review. The program keeps track of compliance.

**SAFESCHOOLS**
**September–April**

| | | |
|---|---|---|
| Aide | Prohibition Against Harassment, Intimidation and Bullying | |
| Aide | Student Dress Code | |
| Aide | Non-Certificated Employees: At-Will Employment | |
| Aide | Evaluation of Non-Certificated Employees | |
| Aide | Online Safety Management Program | SafeSchools |
| Aide | Student Drug, Alcohol and Tobacco Use | |
| Aide | Reporting Criminal Offense | |
| All | Employee Use of Electronic Communication and Social Media | |
| All | Health Emergencies: Seizures | SafeSchools |
| All | Investigating/ Reporting Suspected Child Abuse, Abandonment, or Neglect | |
| All | Employee Drug and Alcohol Use | |
| All | Student Use of Electronic Communication and Entertainment Devices | |
| All | Patron Complaint | |
| All | Medication Administration: Epinephrine Auto-Injectors | SafeSchools |
| All | Health Emergencies: Life-Threatening Allergies | SafeSchools |
| All | Juvenile Sex Offenders | |
| All | Purchase Orders | |
| All | First Aide | SafeSchools |
| All | Student Harassment | |
| Custodian | Non-Certificated Employees: At-Will Employment | |
| Principal | Applicants: Information on Past Job Performance | |
| Principal | Controversial Issues | |
| Principal | Reporting Criminal Offense | |
| Principal | Student Dress Code | |
| Principal | Evacuation/Fire Drills | |
| Principal | Loan of School Equipment | |
| Principal | Support Programs | |
| Principal | Personnel Files | |
| Principal | Advertising in Schools | |
| Principal | Use of School District Credit Cards | |
| Principal | Prohibition Against Harassment, Intimidation and Bullying | |

| Principal | Divorced or Estranged Parents: Rights & Responsibilities | |
|---|---|---|
| Principal | Code of Ethics for Certified Teachers | |
| Principal | Staff Protection | |
| Principal | Prohibition Against Reproduction of Copyrighted Materials | |
| Principal | Immunization Requirements | |
| Principal | Principal Evaluations | |
| Principal | Parent Involvement in Educational Process | |
| Principal | Personnel Conflict of Interest | |
| Principal | Discharge of Certificated Employees | |
| Principal | Health Records and Emergency Care | |
| Principal | Use/Rental of School District Facilities | |
| Principal | Student Groups in School Facilities | |
| Principal | Prohibition of Weapons | |
| Principal | Discharge of Certificated Employees | |
| Principal | Protection of Student Data | |
| Principal | Student Records | |
| Principal | Credit Acceptance for Transferring Students | |
| Principal | Proof of Age and Identification | |
| Principal | Travel Allowances | |
| Principal | Exclusion for Head Lice | |
| Principal | Reasonable Accommodations for Persons with Disabilities | |
| Principal | School Wellness | |
| Principal | Sick Leave | |
| Principal | Compliance with ADA Regarding Employees Disabling Conditions | |
| Principal | Non-Certificated Employees: At-Will Employment | |
| Principal | Release from Contract of Certificated Employees | |
| Principal | Searches by School Officials | |
| Principal | Civil Rights Grievance Procedure | |
| Principal | Evaluation of Non-Certificated Employees | |
| Principal | Activity Funds | |
| Principal | Eligibility & Participation in Interscholastic Activities | |
| Principal | School Holidays | |
| Principal | Issuance of checks | |
| Principal | Employer Recommendation | |
| Principal | Cooperation with Law Enforcement Agencies | |
| Principal | Administrative Personnel Expenses | |
| Principal | Online Safety Management Program | |
| Principal | Student Drug, Alcohol and Tobacco Use | |
| Principal | Principal Evaluations | |

| | | |
|---|---|---|
| Principal | Participation in Fund Drives | |
| Principal | School Attendance and Habitual Truancy | |
| Principal | Epinephrine Auto-Injectors | |
| Principal | Promotion of Students | |
| Principal | Administrative Leave for Certificated Employees | |
| Principal | Administering Medication | |
| Principal | Registered Sex Offenders | |
| Principal | Employee Use of School District Equipment | |
| Principal | Transportation to School-Sponsored Activities | |
| Principal | Exclusion for Communicable Diseases | |
| Principal | Acceptable use of Internet, Computer and Network Resources for Employees | |
| Principal | Principals Contracts | |
| Principal | Money Raising Activities in School | |
| Secretary | Parent Involvement in Educational Process | |
| Secretary | Employee Use of School District Equipment | |
| Secretary | Civil Rights Grievance Procedure | |
| Secretary | Loan of School Equipment | |
| Secretary | Protection of Student Data | |
| Secretary | Prohibition of Weapons | |
| Secretary | Proof of Age and Identification | |
| Secretary | Sick Leave | |
| Secretary | Employee Drug and Alcohol Use | |
| Secretary | Cooperation with Law Enforcement Agencies | |
| Secretary | Immunization Requirements | |
| Secretary | Investigating and Reporting Suspected Child Abuse, Abandonment, or Neglect | |
| Secretary | Reporting Criminal Offense | |
| Secretary | Advertising in Schools | |
| Secretary | Issuance of checks | |
| Secretary | Participation in Fund Drives | |
| Secretary | Exclusion for Communicable Diseases | |
| Secretary | Student Records | |
| Secretary | Juvenile Sex Offenders | |
| Secretary | Exclusion for Head Lice | |
| Secretary | Administering Medication | SafeSchools |
| Secretary | Employee Use of Electronic Communication and Social Media | |
| Secretary | Health Records and Emergency Care | |
| Secretary | Prohibition Against Harassment, Intimidation and Bullying | |
| Secretary | Epinephrine Auto-Injectors | SafeSchools |
| Secretary | Staff Protection | |

| | | |
|---|---|---|
| Secretary | Evaluation of Non-Certificated Employees | |
| Secretary | Non-Certificated Employees: At-Will Employment | |
| Secretary | Online Safety Management Program | SafeSchools |
| Secretary | Student Dress Code | |
| Secretary | Student Drug, Alcohol and Tobacco Use | |
| Secretary | Reasonable Accommodations for Persons with Disabilities | |
| Secretary | Registered Sex Offenders | |
| Secretary | Money Raising Activities in School | |
| Secretary | School Attendance and Habitual Truancy | |
| Substitute | Divorced or Estranged Parents: Rights & Responsibilities | |
| Teacher | Reporting Criminal Offense | |
| Teacher | Administrative Leave for Certificated Employees | |
| Teacher | Release from Contract of Certificated Employees | |
| Teacher | Student Dress Code | |
| Teacher | Prohibition Against Reproduction of Copyrighted Materials | |
| Teacher | Certificated Employees Evaluations | |
| Teacher | Personnel Files | |
| Teacher | Parent Involvement in Educational Process | |
| Teacher | Staff Protection | |
| Teacher | Prohibition Against Harassment, Intimidation and Bullying | |
| Teacher | Prohibition of Weapons | |
| Teacher | Sick Leave | |
| Teacher | Code of Ethics for Certified Teachers | |
| Teacher | Leadership Premiums for Instructional Employees | |
| Teacher | Student Drug, Alcohol and Tobacco Use | |
| Teacher | Employee Use of School District Equipment | |
| Teacher | Controversial Issues | |
| Teacher | Online Safety Management | SafeSchools |

**Professional Development Overview**

**PROFESSIONAL DEVELOPMENT 2015-16**

| Professional Development | Description | # | Funding Source | Thirkill | TMS | SSHS | DO |
|---|---|---|---|---|---|---|---|
| | | | | | | | |
| Milepost | Online Learning Management System | 3 | Title II | X | X | X | X |
| Danielson | Improving Teacher Quality:  Software | 12 | Title II | X | X | X | |
| Math | Improving Math Instruction 8-12 | 1 | Title II | | | X | |
| Math | Curriculum Review/strategies | 4 | Title II | X | X | | |
| IASA | Instructional Leadership | 4 | Title II, 100 | X | X | X | X |
| Powerschool | Online Student Management System | 8 | Title II | X | X | X | |
| CODE | An Hour of CODE | 1 | Title II | | X | | |
| ELA | ELA: We the People | 3 | Title II | | X | | |
| ELA Core | 5th Grade Standards | 4 | Title II | X | | | |
| Leader In Me | Training | 20 | Title II | | X | | |
| Leader In Me | Training | 20 | Building Level, SI Grant | X | | | |
| Leader In Me | Book Study | 20 | Building Level | | | X | |
| ISBA | Fall Conference | 1 | Building Level,100 | | | | X |
| IETA | Education Tech Association Conference | 3 | Technology, Building Level | | | X | X |
| Project Leadership | Administration Leadership Program | 2 | Building Level | | X | X | |
| Music | Conference | 1 | Building Level | X | X | | |
| Prevention | Students at Risk | 6 | Building Level | X | X | X | |
| Law Conference | Annual Law Reviews | 4 | Building Level | X | X | X | X |
| Safe Schools | Annual Courses and Policy | ALL | Building Level | X | X | X | X |
| Special Ed | Law Conference | 1 | Building Level | | | | X |
| Principal Academy | Leader In Me Leadership Training | 1 | Building Level | | X | | |
| 3-D Printing | STEM Education | 3 | Building Level | | X | | |
| Personality Assessment | District- wide culture building | 47 | Title II | X | X | X | X |
| Tall Cop | District- wide drug use | 47 | Title II | X | X | X | X |
| FTND | Pornography Awareness | 47 | Title II | X | X | X | X |
| Mindset | Book Study | 15 | Title II | X | X | X | X |
| Technology | Ipad Applications | 1 | Ttitle II | X | X | X | X |