

Exemplary Practice 4.0: Staffing and Professional Development

•An exemplary nontraditional or alternative school is staffed with effective, innovative, and qualified individuals trained in current research-based teaching methods that facilitate active learning, promote creativity, and encourage self-evaluation.

Indicators of Quality Programming:

4.1 Enthusiastic, energetic, and innovative teachers who demonstrate multiple teaching styles are employed at the school.

4.2 The staff understands and practices the concept of facilitative learning.

4.3 The diversity of the staff mirrors the diversity of the student body and the experience of the alternative education faculty mirrors the faculty experience of the school district.

4.4 The teacher to student ratio of the nontraditional or alternative school promotes individualized instruction. The recommended student to teacher ratio is 12 to 1.

4.5 Staff members create written professional development plans that facilitate personal and professional growth, identify the professional development needs of the individual, establish short- and long-term SMART (Specific, Measurable, Achievable, Results Focused, Time Bound) goals, and align professional development training to address the individual's overall plan.

4.6 Staff members create a professional learning community (PLC), that encourages the sharing of successes and growth areas to cultivate an attitude of continuous improvement and lifelong learning.

4.7 The focus of professional development is on student achievement, effective and affective skills development, social skills, and college and career readiness.

4.8 A variety of professional development approaches, including technology, to accomplish the goals of improving instruction and increasing student achievement are used at the school.

4.9 Professional development opportunities include information related to effective collaboration with community agencies and services to support the student in the home and workplace.

4.10 Increasing staff capacity through training to ensure the use of research-based strategies that align with the needs of the program population is used strategically at the school.

4.11 Sufficient fiscal and capital resources are allotted to allow all staff to participate in workshops, conferences, and seminars.

4.12 Administration ensures ongoing professional development is geared towards the specific needs of teachers and support personnel as it relates to their role in the nontraditional or alternative school.