

KANSAS STAFF DEVELOPMENT PLAN REGULATIONS

The Kansas Professional Development Program, revised effective July 1, 2003, includes three categories of activities and three levels of achievement that address "sequential instructional experiences designed to improve performance in an endorsement." These categories of activities include: Content (curriculum subject matter), Professional Education (instructional strategies) and Service to the Profession (school improvement committee work). The levels of activities and possible actions of the plans are listed below.

Level 1: Knowledge Level (what do I know that I didn't know before?)

1. Attendance at professional development activities where new knowledge and skills for an individual teacher's job responsibility or personal interest are learned.
2. Pre and post assessment of the individual teacher's learning.
3. Written logs, reflections, or a discussion in which a teacher describes what was learned.
4. IDP point awarded for 1 contact hour.
5. Activities can be in the areas of: content, professional education and/or service to the profession.

Level 2: Application Level (what am I doing that I didn't do before?)

1. Practice within the classroom with feedback from a supervisor or colleague that takes place over the course of at least one semester.
2. Videotapes or observations of classroom practice made at specific intervals over the course of at least one semester.
3. Lesson plan documentation and/or observation feedback throughout at least one semester.
4. IDP points awarded = 2 X knowledge level points.
5. Activities can be in the areas of content or professional education.

Level 3: Impact Level (what results am I getting?)

1. Evidence of improved student achievement over a period of at least two semesters (one academic year).
2. Documentation of positive changes in related students' behaviors over a period of at least two semesters (one academic year). These behavior changes could be related to building improvement goals or academic goals within the classroom. (i.e., improved attendance, reduced tardiness, reduced discipline referrals, and improved homework completion, increased percentage of student participation in discussions, increased time on task efforts, etc.)
3. IDP points awarded = 3 X knowledge level points.
4. Activities can be in the areas of content or professional education.

Note: Points earned at the application and impact level can be used toward equivalency credit and salary advancement. Contact the Professional Development Coordinator for information.

COLLEGE COURSES

For teachers who will be enrolling in a college course(s), you MUST enter appropriate information on My Learning Plan prior to starting the course.

When the coursework is completed and appropriately noted through My Learning Plan, the credit hours are automatically converted to IDP points. **1 college credit = 20 IDP points**

Exception: Should a teacher apply for attendance at a conference on My Learning Plan and then, during the conference, decide to accept the opportunity offered at the conference to apply this time towards college credit, the following steps must be taken:

1. Contact the Department of Teaching and Learning so that appropriate changes can be made on My Learning Plan - 785-587-2841.
2. Request approval for college credit on My Learning Plan.

PROFESSIONAL DEVELOPMENT POINTS AND RELICENSURE

1. Be sure to notify the Department of Teaching and Learning to get the IDP Points transcript started. Allow 4-6 weeks for KSDE to process your relicensure request.
2. Individuals should notify the Department of Teaching and Learning to initiate relicensure procedures.
Please call Deanna Borg 785-587-2841 deannab@usd383.org
3. Renewal activities must be completed during term of license.
4. ALWAYS CHECK THE BACK OF YOUR CERTIFICATE TO SEE IF YOU CAN RENEW 6 MONTHS OR 18 MONTHS IN ADVANCE OF EXPIRATION DATE.
5. After you have received your new license, it must be filed with the Department of Human Resources at Robinson Education Center.
6. All professional development points used for renewal of license must be aligned with an individual development plan.

LICENSURE RENEWAL REQUIREMENTS

If highest degree is Baccalaureate Degree	=	a minimum of 160 approved IDP points including at least 80 points for college Credit (80 points = 4 college hours)
		REMEMBER:
		1 Clock hour of professional learning = 1 IDP point
		1 college credit hour = 20 IDP points
If highest degree is Masters Degree or above	=	120 approved IDP points

NOTE: www.ksde.org, Teams/Divisions: Teacher Education & Licensure (785-291-3678)
for answers to your individual questions.