

# Ironton City School District Local Professional Development



Local Professional Development  
Committee  
2011-2012

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## COMMITTEE MEMBERSHIP STRUCTURE

Committee membership shall be composed of five members. Three members shall be teachers appointed by the teachers' association, and two members shall be administrators who hold a minimum of a provisional administrative certificate and are appointed by the Board of Education or the superintendent.

The committee shall have a chairperson and a recorder who are chosen by a majority of the LPDC members.

- The **chairperson** shall have the following duties:
- Preside at all meetings
- Call meetings and set agenda, with collaboration of members
- Sign the official document that verifies an individual has met the requirements for license renewal

The **recorder** shall have the following duties:

- Keep accurate minutes of all meetings
- Send minutes and agenda to members at least a day in advance
- Be responsible for all necessary correspondence
- Keep membership records up-to-date
- Keep a mailing list of all members including, names, addresses, and phone numbers

**All members** shall have the following duties:

- Serve as staff information contact persons
- Serve as a reviewer of district educators' professional development plans for license renewal
- Suggest necessary professional growth needs of committee members. Professional growth suggestions may relate to conferences, visitations, or purchase of videos, books, etc.

In the absence of the chairperson, the recorder will assume the duties of the chairperson.

### **PURPOSE OF THE PROFESSIONAL DEVELOPMENT COMMITTEE**

The purpose of the Ironton City Schools Professional Development Committee is to review course work and other professional development activities completed by educators within the district for renewal of licenses.

### **GOAL**

The goal of the Ironton City Schools Professional Development Committee is to strengthen and coordinate the preparation, licensure, and professional development of educators to assure that all students attain high levels of academic achievement.

### **LENGTH OF TERM**

Members serve staggered three-year terms. Terms shall run from July 1 to June 30. Committee members may be reappointed at the expiration of their terms.

### **VACANCIES**

Committee vacancies among teacher members shall be addressed by assigned members of LPDC to designate replacement members as necessary. Similarly, the Board of Education or the superintendent shall address administrative member vacancies. Any such replacements will be only for the remainder of the unexpired term of the vacancy.

### **MEETINGS**

The LPDC shall meet as often as necessary or at the call of two members directing the request to the chair. Meetings shall be held at a time that allows for the greatest participation by licensed employees who are presenting their plans for approval. Committee members attending meetings during the contractual workday shall not be paid an hourly rate, but those attending meetings after the regular workday hours shall be paid at an hourly rate.

## FAQ's (Frequently Asked Questions)

### **What is an Individual Professional Development Plan?**

An Individual Professional Development Plan (IPDP) is a proposed plan for professional growth completed by an educator for the purpose of renewing a license. By October 31 following the issuance of a new or renewed license, a staff member will submit an Individual Professional Development Plan to the LPDC. This plan must be completed and approved by the LPDC prior to the renewal of the license. This plan is to be completed during years prior to the expiration date of the current license.

### **Who completes an Individual Professional Development Plan?**

All educators applying for, converting to, or renewing a license will need to complete an IPDP.

### **What is the Local Professional Development Committee (LPDC)?**

The LPDC is a committee of Ironton City Schools educators who determine whether course work and/or CEU's completed by educators meet the requirements for renewal of licenses. Under this process, the LPDC reviews each educator's Individual Professional Development Plan (IPDP).

### **Who serves on the Local Professional Development Committee (LPDC)?**

Appointed educators and appointed administrators from the district make up the LPDC.

### **Who will actually review the Individual Professional Development Plans?**

The actual review is completed by a committee of at least two educators and one administrative member who are serving on the LPDC.

### **What are the requirements to renew and convert to a license?**

In order to renew a license the requirements is the completion of either of the following or a combination of the following:

Nine quarter hours of college course work

Six semester hours of college course work

Eighteen Continuing Education Units (CEU's)

(See the *Continuing Education Units Options* document.)

The professional development activities you participate in take place over the life of the license you are renewing/converting. These activities must be consistent with your IPDP and relate to your current work assignments.

To renew a license no CEU credit can be obtained for classroom experience. (This is a change from previous state regulations.)

### **When must my Individual Professional Development Plan (IPDP) be completed?**

Your IPDP must be completed and approved by the Local Professional Development Committee prior to the expiration of your current license. The time for the completion of the work planned in your IPDP is the duration of your license.

### **Do I need prior approval before engaging in CEU activities?**

The majority of activities on the CEU options list requires no prior approval. However, educational projects, field trips for students, self-directed educational development, related work experiences, or externships should be approved in advance by the LPDC. (See the Pre-approval Form.)

### **How many Individual Professional Plans (IPDP) must I have?**

Most educators will have one IPDP. Some educators hold multiple licenses; each license requires an IPDP. However the work done to acquire CEU's may be used toward multiple licenses if the work is accomplished within the license cycle and meets the goals listed on the IPDP. Only one IPDP is required for each license even though it may contain multiple endorsements.

### **What if my work assignment changes?**

If there is a significant change in your work assignment, you may need to revise and resubmit your IPDP. However, all activities accumulated prior to the revision of your IPDP will be applied to your 18 CEU requirements.

### **How do I make changes to my IPDP?**

On an annual basis, by January 1 an amended IPDP may be submitted to the LPDC.

### **What certification/licensure services does the LPDC not provide?**

The LPDC does not renew or approve temporary licenses or validations, or add new areas to a license.

The LPDC does not renew licenses of individuals who are not currently in the educational setting.

The LPDC does not renew the licenses of some Ohio Department of Education license holders who also hold licenses from their respective State of Ohio licensing boards (i.e., school audiologists, school social workers, school speech-language pathologists, school nurses).

Those listed above will continue to be handled directly by the Ohio - 4 -Department of Education.

**Ironton City School District**  
**Examples of CEU Options**

<b>Option</b>	<b>Maximum CEU's</b>	<b>CEU Value</b>	<b>Verification</b>	<b>Criteria</b>
College		1 sem. Hour – 3 CEU's 1 qtr. Hour = 2 CEU's	Official transcripts or Original certification of completion	Must be taken through an accredited college or other approved post-secondary educational institution.
Professional Conference		1 clock hour in workshops = 0.1 CEU	Activity documentation voucher	Must include only time spent in those portions of the conference that contribute to the participant's knowledge, competence, performance, or effectiveness in education.
Peer Observation	1 CEU per year cycle	1 clock hour = 0.1 CEU	Activity documentation voucher	Must include a statement of authorization from a supervisor along with summarization of pre- conference and post-conference.
Publication of original work	6 CEU's per license cycle	6 CEU's for book  3 CEU's for article in a professional journal or magazine	Copy of publication or document and activity documentation voucher	The subject must contribute to the education profession and add to the body of knowledge in the educator's specific educational field. For example, a history teacher could write about the Iraq War, or a science teacher could write about current evolution vs. intelligent design arguments. Must be a commercially published book or article.
Teaching Portfolio	1 CEU per license cycle	1 CEU	Evaluation of completed portfolio by LPDC	Must be completed within the license cycle.
Master Teacher	2 CEU per license cycle	2 CEU	Approve Application	Must be completed within the license cycle.
National Board of Professional Teaching Standards Certification	9CEU's per license cycle for candidate completing process but not getting the NBPTS Certificate	Completion and verification in area of assignment during license.	Valid copy of the National Certificate or  Activity documentation voucher for candidate not completing certificate.	Must be in the subject area of the individual's assignment.  Certificate must be completed or participation as candidate must be verified by the expiration date of the Ohio license.
Grant writing	6 CEU's per license cycle	1 clock hour = 0.1 CEU	Activity documentation voucher	CEU's not dependent on awarding of grant.  Documented clock hours in planning and preparing.

Professional committees/ Curriculum Development	Up to 9 CEU's per license cycle	1 clock hour = 0.1 CEU	Activity documentation voucher	Must be service on formal committee organized by local, state, national or international education agency or organization. BLT, DLT, LPDC, SSMT, Negotiations Team, Faculty Council
Field trips for students	6 CEU's per license cycle	1 clock hour – 0.1 CEU	An outline relating activity to the curriculum	Must be related directly to the teacher's curriculum.  Field trips for extracurricular activities are not included.  Must be used for the first time conducting the field trip each license cycle.  Documented clock hours in planning and preparing for field trip (classroom instruction not included).
Self-directed educational development Research Educational travel	3 CEU's per license cycle (Limit of 1 CEU per individual activity)	1 clock hour = 0.1 CEU	Outline and goals Must have prior approval	Must enhance individual's work in the profession or contribute to teacher's area of specialization.
Related work experience or Externship	6 CEU's for vocational educators and 3 CEU's for non-vocational educators per license cycle	1 clock hour = 0.1 CEU	Activity documentation voucher	Must enhance profession or contribute to teacher's specialization.
Instructional Mentor	Maximum of 6 CEU's per license cycle		Activity documentation voucher	Must be mentoring of teacher, administrator or specialist.
Cooperating teacher (student teacher supervisor)	Maximum of 6 per license cycle		Activity documentation voucher  Successful completion of contract	Must be supervisor of undergraduate student, graduate student or undergraduate intern, or student teacher.
Teacher Academy/Teacher Observation Students	0.5 CEU per Semester (Max. 3 CEUs per license cycle)		Activity documentation voucher	Evaluation of Student and maintain communication with Teacher Academy instructor or college professor.
Teaching a college course	1.5 CEU's per semester course  1 CEU per quarter course  Maximum 3 CEU's per year		Syllabus	May be used for the first time teaching the course each license cycle. Course must be related to license area or state proficiency areas.

Teaching an adult vocational course, technical course, adult basic literary education or <b>summer school pre-K through 12</b>	1.5 CEU's per semester course  1 CEU per quarter course  Maximum 3 CEU's per year	Summer school 9 CEUs per license cycle Academy of Excellence 3 CEU's per license cycle	Activity documentation voucher  Summer school time sheets	May be used for the first time teaching the course each license cycle.
Professional presentation	Maximum of 5 CEU's per license cycle	1 clock hour of presentation = 0.5 CEU's	Copy of presentation Time Log	Applies to first presentation per topic for each license cycle.
Educational project which applies educational skills and knowledge towards the development of a final product	3 CEU's per license cycle	1 clock hour = 0.1 CEU's	Activity documentation voucher  A copy of the final product or report of the project	Documented clock hours in planning and preparing  Project must have prior approval and final approval after completion and verification by LPDC.
Instructional Mentor Training	Clock Hours	1 clock hr. = 0.1 CEU	Certificate or voucher	
Development of curriculum alignment and articulation (mapping)	10 CEU's per license cycle	1 clock hour = 0.1 CEU's	Submission and approval of final product Copy of QA	Person must be an approved member of a curriculum committee. Must be teacher generated tests.
<b>The LPDC reserves the right to award more credit if it decides, as a committee, that the work is of an exemplary quality or demanded an exceptional amount of time. Activities or options not listed in this chart may be presented to the committee for consideration. Prior approval is required for activities not included in this chart.</b>				

## **Composing an Individual Professional Development Plan**

The Individual Professional Development Plan must be based on the needs of the educator, the needs of his or her students, the School Improvement Plan, and the district's Continuous Improvement Plan. High quality professional development is essential to implement most educational reform models effectively. Keep in mind that an educator's primary responsibility is the success of the students in his or her district. When writing the plan, answer these questions which are the guiding principles to quality professional development:

1. Is the plan aligned with the district's OIP/CCIP/Building Plan?
2. Is it based on Ohio Standards for Teaching Rubric--Self-Assessment?
3. Will your goals help improve student achievement?
4. Is it relevant to your learning needs and principle work?
5. Does it ensure continuous growth?
6. Will there be opportunity to apply the knowledge from learning theory to sound educational practice?
7. Are the goals clearly stated? (Choose 2 or 3 clearly focused goals according to Standards for Ohio Educators.)
8. Do the activities tell what you will do to meet your goals?
9. Will your evaluation of activities explain the effectiveness towards raising student achievement and be placed on the final assessment form?
10. Is there a timeline stated?

## Possible IPDP Goal Components

Select one from each column (mix and match).

<b>I will:</b>	<b>In what area of improvement:</b>	<b>For the purpose of...</b>
Learn about	A method (cooperative learning)	Write
Read widely in	A program (history day)	Present
Study theory/practice of	A discipline (science)	Develop
Become skillful at	A population (gifted/ADHD)	Design
Gain an understanding of	An organizational pattern (multi-age)	Document
Explore	An area (school reform)	Create
Investigate	A curriculum area (music)	Demonstrate
Research		

**So that student achievement will be increased.**

### Samples That Do Not Meet the Criteria For IPDP Approval

- I'm getting my masters.
- I'm going to accumulate CEU's.
- I'm going to update teaching knowledge through available local program.
- I'm going to keep up with new ideas and programs.
- I'm going to continue to work on the \_\_\_\_ curriculum.
- I will implement a plan to work on an inclusion setting.
- I will take courses beyond a master's degree.
- I will work on team strategies.

### TIMELINE

- LPDC members will present the Professional Development Guidelines at a district convocation and/or building staff meetings during the first month of school each year.
- During the first month of the school year, new staff members will receive this document, including the introduction, instructions, and plan forms. (The entire document will be available on the district webpage for downloading.)
- By October 31 following the issuance of a new or renewed license, a staff member will submit an Individual Professional Development Plan to the LPDC.
- Within three months of receiving an IPDP from a staff member, the LPDC will return copies to the staff member with either an "approved" or "revisions needed" designation.
- Staff members with an IPDP may request a review of progress toward goals no later than January 1 each year. Staff members must submit the plan with supportive credentials for review by September 1 prior to expiration of the license. This is a safety measure for the staff member.

## **APPEAL PROCEDURES**

If the IPDP is rejected by the LPDC, the educator shall be given a copy of the IPDP Review Criteria or Final Assessment with the reasons for rejection clearly indicated. Educators may then submit a revised plan within 30 days of the initial rejection notice, or, as may be the case, submit additional documentary or explanatory materials to justify the plan or completion of the plan. Either the educator or the LPDC may request a conference to discuss any such concerns.

In the event that the Local Professional Development Committee does not approve an educator's IPDP or does not approve an educator's professional development activities used for the renewal of a license, the educator should contact the LPDC Chairperson for assistance or direction concerning the initiation of an appeals process.

The appeals process shall include the following, beginning with...

- Lack of approval by the Local Professional Development Committee of the educator's IPDP or professional development applied to the renewal of a license.
- The LPDC and/or the educator should request reconsideration.
- Following reconsideration, the LPDC again votes to approve or not approve the plan or completion of the plan.
- If lack of approval still exists, the educator may request the formation of a three-person appeals' panel, which shall consist of –
  - 1 licensed educator selected by the educator;
  - 1 licensed educator selected by the LPDC; and
  - 1 licensed educator mutually agreed upon by the educator and the LPDC.

This appeals' panel is the final step in local resolution to the appeal. The Ohio Department of Education as the administrative agency of the Ohio State Board of Education is the issuing authority for educator licenses.

# APPENDIX

## Conversion Chart

### Semester Hours to Quarter Hours to CEU's

Semester Hours	Quarter Hours	CEU's
1/3	1/2	1
2/3	1	2
1	1.5	3
1 1/3	2	4
1 2/3	2.5	5
2	3	6
2 1/3	3.5	7
2 2/3	4	8
3	4.5	9
3 1/3	5	10
3 2/3	5.5	11
4	6	12
4 1/3	6.5	13
4 2/3	7	14
5	7.5	15
5 1/3	8	16
5 2/3	8.5	17
6	9	18

#### Conversions

2 CEU's = 1 Qtr hour  
 3 CEU's = 1 Semester  
 10 Contact Hours= 1 CEU

#### What you need:

18 CEU's  
 180 Contact hours  
 9 Qtr Hours  
 6 Semester Hours

**Ironton City Schools**  
**Individual Professional Development Plan / Goal Sheet**

<b>Name:</b>	<b>Submission Date:</b>
<b>Building/Assignment:</b>	
<b>Type of Certificate/License:</b>	
<b>Area of Licensure:</b>	
<b>Issue Date:</b>	<b>Effective Date:</b>
	<b>Expiration Date:</b>
<b>Plan Type</b> Select one: <input type="checkbox"/> Initial Proposal <input type="checkbox"/> Revised Proposal <input type="checkbox"/> Amended Proposal	
<b>IPDP Effective Date:</b> From _____ to _____	
<b>Renewal Cycle</b> Select one: <input type="checkbox"/> Transitioning from certificate to license <input type="checkbox"/> 1 <sup>st</sup> renewal of 5-year license <input type="checkbox"/> 2 <sup>nd</sup> renewal of 5-year license <input type="checkbox"/> 3 <sup>rd</sup> + renewal of 5-year license	
<b>Goals</b> List 3-5 goals for your professional development learning. Within each goal, include three distinct aspects: (1) intention to engage in learning; (2) focus for learning; and (3) rationale for & application of learning. Indicate which Ohio Educator Standard(s) each goal reflects. (See <i>sample goal below.</i> )	
<b>Sample Goal:</b> <i>I will increase my knowledge of strategies to manage groups of students in order to improve classroom discipline.</i> Educator Standards: <i>Teacher Standard #1, Teachers understand student learning &amp; development and respect the diversity of the students they teach.</i> <i>Teacher Standard #5, Teachers create learning environments that promote high levels of learning &amp; achievement for all students.</i>	
<b>Goal 1</b>          Educator Standard	
<b>Goal 2</b>          Educator Standard	
<b>Goal 3</b>          Educator Standard	

**Ironton City Schools**  
**Individual Professional Development Plan / Goal Sheet**

**Revised/Additional goals (if applicable):**

**DO NOT MARK BELOW THIS LINE. FOR LPDC USE ONLY.**

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**Revise/Resubmit**

**Revision Advice:**

**-OR-**

**Approved as written**

**Approval Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Ironton City Schools**  
**Professional Development Activity Verification Form**

Please indicate the type of activity and follow the directions associated with each:

\_\_\_\_\_ Workshop: attach CEU form/ certificate of completion, or complete this form and have it signed by the presenter/facilitator.

\_\_\_\_\_ College Course Work: attach transcript to this form.

\_\_\_\_\_ Alternative Activities (see Continuing Education Unit Options): complete this form and have it signed by the building principal.

Please return this form to your local LPDC Committee  
at the completion of the activity.

Name \_\_\_\_\_ School \_\_\_\_\_

Home Address \_\_\_\_\_

Professional Development Activity/Title: \_\_\_\_\_

\_\_\_\_\_

Date Completed \_\_\_\_\_ Number of Contact Hours \_\_\_\_\_

\_\_\_\_\_  
Signature of Presenter/Facilitator

\_\_\_\_\_  
Date

**APPROVAL OF ACTIVITIES FORM**  
DOCUMENTATION OF PROGRESS TOWARD COMPLETION OF GOALS IN AN  
INDIVIDUAL PROFESSIONAL DEVELOPMENT PLAN (IPDP).

Purpose: To give the educator advanced confirmation before submitting a completed plan for issuance or renewal of a license that work completed will or will not be considered in partial fulfillment of an educator's IPDP

Name \_\_\_\_\_

Professional Development Activity \_\_\_\_\_

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Focus Goal \_\_\_\_\_

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Activity Completion Date \_\_\_\_\_

Number of Contact Hours \_\_\_\_\_ Number of CEU's \_\_\_\_\_

Signature of Educator \_\_\_\_\_

Approved as partial fulfillment

Not approved as partial fulfillment

LPDC Members

Date \_\_\_\_\_

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