

# ***ADAIR COUNTY R-1 SCHOOL DISTRICT***



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## **Professional Development Plan**

Adopted by the Board of Education on  
7/24/25

The mission of professional development in the Adair CO. R-1 School District is to support teachers in their continual efforts to improve instruction so that each student may achieve the highest level of learning. The goals of the Professional Development Plan are intertwined with, and are part of the district Vision 2025/2026 Plan (CSIP) and Building Level Improvement Plans.

The District Professional Development Committee (PDC) strongly believes professional development for certified staff is a vital part of realizing the mission and goals of the school district. We will provide for professional growth through the following:

1. Improve student learning by enhancing the technology skills and knowledge of the teachers, in order to facilitate the use of technology for student learning, through the utilization of a trained educator (technology specialist) hired by the district, to train the teachers.
2. Motivate teachers toward a standard of excellence in their personal and professional growth as established in the CSIP and Building Plans.

3. Assist teachers in remaining current with educational research, new skills and knowledge and to translate research and learning theory into practice.
4. Provide new teachers with mentors for the goal of developing and retaining the best teachers in our classrooms and provide Beginning Teacher Assistance training to all new teachers in the district.
5. Encourage every teacher toward ongoing, continuous improvement throughout his or her career.
6. Promote staff collaboration, through professional learning communities, in order to improve student learning and achievement.

### **PROFESSIONAL DEVELOPMENT COMMITTEE GOALS FOR 2025-2026**

1. Conflict Resolution (Bullying)/Social Emotional Learning
  - a. Program - “Too Good For Drugs”
  - b. Monthly Character Lessons (Taught by Teachers)
2. Parent Engagement
  - a. Continue evening events that involve students and parents such as Open House, Family Learning Nights, P/T Conferences, Music Concerts, and Spring Spectacular
  - b. Continue utilizing multiple means of communication
3. Subject Specific Lesson Planning
  - a. teachers will prepare lesson plans for at least one week ahead of time

- b. Continue STEP UP Curriculum with intentional time for evaluation and updates
- 4. Technology
  - a. Each PD will have a specific technology topic and focused time for teachers to learn and share with their colleagues

## **RESPONSIBILITIES OF THE DISTRICT PROFESSIONAL DEVELOPMENT COMMITTEE**

1. Assessing professional development by:
  - a) Conducting a needs assessment every year, seeking input from teachers, administrators, and the board of education.
  - b) Publishing the results of the need's assessment.
  - c) Conducting a yearly summary evaluation of current PDC activities and recommending changes as needed.
2. Providing opportunities for the professional development of experienced teachers and administrators by planning, scheduling, promoting and implementing professional development events and opportunities. These will focus on strengthening teacher practice in the classroom and improving student learning, thus meeting goals of the district CSIP and Building Improvement Plans.
3. Supporting the professional development of beginning teachers by overseeing the Mentor-Protégé Program.

## **PROFESSIONAL DEVELOPMENT COMMITTEE BUDGET**

The Outstanding School Act of 1993 is very specific in regard to the monies to be allocated by each school district for professional development. One percent (1%) of the district's Foundation Program funds, exclusive of categorical add-ons, is to be designated each fiscal year for professional development activities focused on improving teacher practice in the classroom and improving student achievement. To meet statutory requirements, professional development funds must be:

1. used for professional development.

2. spent on activities consistent with the professional development plan (developed by the district's PDC in consultation with administrators and approved by the local board).

3. clearly related to the objectives of the district Vision 2024/2025 and Building Improvement plans.

#### Other Funding Sources of Professional Development

1. State funds as available
2. Federal funding such as Title II
3. Additional Adair Co. R-1 funds as available

ALLOWABLE EXPENSES FOR PROFESSIONAL DEVELOPMENT The following activities and/or expenditures have been approved by the PDC as activities/expenditures of Professional Development funds in order to meet the statutory requirements of Senate Bill 380.

1. Consultant/Presenter fees and expenses
2. Registration fees to in-service training and professional development events. Travel expenses will be reimbursed only when district transportation is not available.
3. Substitute teacher pay to permit teachers to participate in planned activities during the regular school day.
4. Participation in off-site professional development as it pertains to a teacher's particular curricular area (could include visits to high quality school programs in other school districts, presenting/teaching to local school districts, or observing in district teachers)
5. Purchase of professional development books, materials, and/or equipment.

**2025-2026 Budgeted PD Funds \$15,000**

Budget Will Be Updated After Each Committee Meeting

[https://docs.google.com/spreadsheets/d/1OOjRlrIPtBaqvws2w1g8X3LH7PA7uKrtf4pKngd\\_SI/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1OOjRlrIPtBaqvws2w1g8X3LH7PA7uKrtf4pKngd_SI/edit?usp=sharing)

## **Other Ideas of Professional Development**

- Classroom observation and feedback
- Instructional coaching
- Building instructional technology capacity
- Mentoring
- Staff Presentations
- Outside Presenters coming onsite
- Social and Emotional Learning Support
- Team Building Activities
- Student Success Team Planning
- Data Teaming to guide professional development goals
- Professional Book Studies
- Team Planning
- Attendance at workshops/conferences to support staff growth aligned to CSIP goals

The above list is illustrative only. The ultimate test of expenditure is whether it conforms to the spirit and intent of the law, with an approved professional development plan, and the district's CSIP and Building Improvement Plans.

## 2025-2026 Professional Development Dates

**If you are participating in Career Ladder, you will be required to bring your updated Career Ladder Log to each professional development meeting for review.**

August 8, 2025	New Teacher Orientation/Mentor Meeting
August 11, 2025	Back to School Training
August 12, 2025	Back to School Training-All Staff
August 13, 2025	Back to School Training-Open House
September 8, 2025	Technology: SmartBoard MAP Results/MAP Practice Test Discussion Curriculum Updates
October 6, 2025	Technology: GoGuardian PEERS Curriculum Updates
November 3, 2025	Technology: Google Suite Safety Training/Intruder Training Curriculum Updates
January 5, 2026	Technology: Database Research APR, CSIP Motivational Speaker
February 2, 2026	Technology: Interactive Instruction/Assessment CSIP, MAP, EOC CPI Training
March 2, 2026	Technology: AI Resources First Aid Training PK/K Roundup Curriculum Updates
April 13, 2026	Technology: Canva End of the Year PD Celebration