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**TENTATIVE AGREEMENT**

**ECRA/UTLA**

**January 28, 2016**

**ARTICLE XXIII – PROFESSIONAL DEVELOPMENT**

**23.1 Purpose and Goals:**

Regular professional development and training is essential to the competence and overall effectiveness of all teachers and support personnel, no matter how experienced they may be. Participation in such continued learning is a required professional duty and part of each teacher's basic personal obligation to the profession and to the students of ECRA. At its best, professional development and continued learning is grounded in the instructional goals and programs of the District and the school, the best practices of successful teachers, and the everyday needs of students and teachers. While no professional development program will accomplish all goals for all participants, it is agreed that all professional development programs and activities should seek to achieve the following goals, as applicable:

- 23.1.1 Be grounded in, or consistent with, the California Standards for the Teaching Profession, and with any applicable State and Charter mandates, standards, initiatives and/or priorities;
- 23.1.2 Be appropriately responsive to the ECRA's needs assessment and/or evaluations of similar programs offered in the past;
- 23.1.3 Deepen and broaden knowledge of subject matter and instructional content; as appropriate, be job-specific and differentiated to meet different experience levels, and designed for cumulative and sustained impact;
- 23.1.4 Provide a strong foundation in the pedagogy of particular disciplines, assignments and instructional programs, knowledge about the teaching and learning processes, and improvement of the environment for student learning;
- 23.1.5 Provide knowledge of applicable standards, the differences between standards-based instruction and other forms of instruction, and how to know when students are meeting or progressing toward a given standard;
- 23.1.6 Be intellectually engaging and reflect the complexity of the teaching and learning processes; and
- 23.1.7 Encourage and enable teachers to work together to provide consistent instruction and reinforce student progress.

23.2 **Time for Professional Development:**

ECRA and UTLA shall work together to find methods of providing time for professional development during employee contractual work time obligations while adhering to state mandated instructional minutes, including, where possible, the scheduling of shortened and/or minimum days.

23.3 **Professional Development Advisory Committee:**

In order to ensure effective input from UTLA and certificated staff in the development and implementation of ECRA's professional development programs, there shall be formed a Professional Development Advisory Committee ("PDAC"). The PDAC shall meet at least once a month to review, discuss, and provide appropriate recommendations to the Executive Director. The PDAC composition and responsibilities shall be as follows:

23.3.1 The UTLA Chapter Chair and ECRA Executive Director may each appoint a co-chair and up to two (2) other members to the PDAC.

23.3.2 The PDAC shall have the following responsibilities in its role as advisor to the Executive Director and administration:

- a. Review, evaluation and provide recommendations concerning any current or proposed professional development programs and activities;
- b. Propose the initiation of new professional development programs and activities, including but not limited to the organization of working committees for that purpose;
- c. Review and provide recommendations concerning the professional development calendar for the year;
- d. Review and provide recommendations with respect to potential use of categorical resources to fund training and/or reimburse teachers for costs associated with securing statutorily required certifications;
- e. Develop and compile information regarding best practices and successful models for the delivery of professional development programs irrespective of content;
- f. Develop and compile procedures and instruments for the assessment of professional development programs including for individual programs and annual evaluation of such programs.

23.3.3 In addition to the foregoing, the function, purpose, and immediate task of the PDAC shall include designing a collaborative structure for the delivery of effective professional development to include the following concepts:

- a. Professional development shall be grounded in data and the instructional goals, pedagogy, and programs of ECRA; and
- b. The information, procedures, and instruments referred to above are intended to assist with delivering effective professional development according to research and evidence based practices that will be most effective and which will enhance student achievement.

**23.4 Program Evaluation:**

At the conclusion of each professional development program, activity or session conducted, the opportunity shall be provided for written evaluation by all participants, to assess the quality and effectiveness of the program and of the presentations, and to provide suggestions for improvement. The evaluation forms will be used to improve upon future professional development programs. .

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:

UTLA Representative

Date: 1/28/16

ECRA Representative

Date: 1/28/16

