

## CCR2 Mission-Vision-Core Values

---

The mission of the Crawford County R-II School District is to empower and inspire every student to reach their full potential through relevant content and student-centered instruction in a safe & supportive environment.

The vision of the Crawford County R-II School District is to prepare every student to be a leader who is life ready & globally minded.

The Crawford County R-II School District believes that the following core values are essential to success. They represent who we are, what we believe, and what we do. *EVERYONE...EVERY DAY*

**Civility & Respect... Accountability & Ownership...Character & Integrity...Strong Work Ethic...Empathy & Compassion**

***ONE SCHOOL – ONE COMMUNITY – ONE FAMILY***

## Purpose of the Professional Development Program

---

To support and accomplish the district's mission and vision while upholding these adopted core values, the CCR2 School District fosters a growth mindset and values professional development. CCR2 is committed to providing a well-developed professional development program for beginning and practicing teachers. Teachers, administrators, and support staff, alike, should view professional growth as a continuous process of refining and honing instructional strategies, staying abreast of new initiatives, and acquiring new skills in the educational field for improved student achievement and success. The ultimate purpose of professional development is to ensure CCR2 students receive the best, most meaningful education possible.

The Excellence in Education Act of 1985 requires Missouri school districts to provide professional development programs for all teachers. A priority of the initiative has been to ensure that beginning teachers receive the help and support needed through a well-developed mentoring program during the critical first two years in the classroom. Another goal is ensuring that all teachers have access to quality in-service trainings and opportunities for professional growth that is relevant and applicable to their classrooms and students, instills personal satisfaction in their work, and renews commitment to the profession.

## Professional Development Options

---

CCR2 provides a variety of professional development opportunities for the faculty and staff. Options available include:

## Crawford County R-2 School District | Professional Development Program

1. In-District Training: Sessions offered within the district using our own staff or outside consultants are available.
  - a. *District PD days*—Dates of scheduled and noted on the annual school calendar. Content is based upon staff feedback and district &/or building focus. All staff are expected to attend.
  - b. *Instructional Academy*—Training sessions equip, develop, and hone any teachers' instructional practices with a focus on hi-impact strategies reviewed, discussed, and strategically implements throughout the school year. An annual application process is used.
  - c. *Beginning Teacher Assistance & Support Program*—Teachers new to the profession will attend a beginning teachers PD series provided by CCR2 administration, receive two years mentoring from a CCR2 instructor, and attend a DESE required BTAP conference.
  - d. *Career Transition Assistance & Support Program*—Teachers new to the district or in their 2<sup>nd</sup> year of teaching will receive support through a mentor. Teachers new to the district also attend the 2-day beginning teachers training at CCR2.
2. Out-of-District Training: A wide variety of job-related workshops and conferences are available to meet teacher needs. Out-of-district PD provides support to instructors and will align to the CSIP, District Strategic Plan, Building Improvement Plan, or individual instructors Professional Development Plan. Staff attending off-campus training are encouraged to train colleagues and present to staff for greater impact.
3. Online Courses: A variety of digital PD is available. CCR2 requires all staff to complete online PD to proactively identify and prevent bullying, harassment, and suicide. Online PD provides support to instructors and will align to the CSIP, District Strategic Plan, Building Improvement Plan, or individual instructors Professional Development Plan.
4. Degree Advancement: CCR2 encourages every teacher and administrator to continue his/her professional growth through earning of additional college credit towards an advanced degree. Tuition reimbursement for additional college credit is possible. Reference Board of Education policy 4560 for additional information.

## Mentoring

---

The mentor-protégé relationship requires the use of specific skills in order to be highly effective. A mentor must be able to develop rapport, partner with the protégé, promote protégé voice, and facilitate reflection in order for the protégé to grow in the profession. Mentor qualifications, additional qualities, and requirements follow.

1. Mentor qualities:
  - Good listener
  - Interest in professional, instructional leadership
  - Open-minded with positive perspective about the teaching profession
  - Possess high-quality content knowledge
  - Practices hi-impact instructional strategies
  - Is a team player; works well with others
  - Harbors a growth mindset

## Crawford County R-2 School District | Professional Development Program

- Demonstrates dependability, responsiveness, and responsibility
- 2. Mentor requirements:
  - Quarterly observations of protégé with debriefing meeting
  - Minimum weekly or monthly progress monitoring meetings
  - Weekly check-in's
  - Attendance at New Teacher PD (if applicable)
- 3. Mentor qualifications:
  - Minimum 3 years teaching experience
  - Building principal recommendation
  - Completion of CCR2 Instructional Academy or mentoring PD
  - Completed CCR2 mentor application

### Certification

---

District office administration tracks all staff certifications. Reminder communications are sent to assist staff in the process of recertifying. However, it is each individual staff member's responsibility to ensure their certification. In order to apply for recertification, staff must apply online through the DESE Web Applications using the assigned, unique User ID and password. Note, DESE Certification will not process a renewal request until 30-days prior to the certificate end date. Once a staff member has submitted through Web Applications, district office will complete their required portion.

All CCR2 certified staff are required to track their PD hours. When recertifying, certified staff must be able to verify their total PD hours and dates of completion. Logging on a calendar or annual form is acceptable. Per DESE, 1 college credit hour equals 15 PD contact hours.

Teachers wishing to **upgrade** their certificate from an initial (IPC) to a career (CPC) must:

- Complete 4 years of teaching.
- Participate in 2-years of district-provided mentoring.
- Complete at least 30-hours of PD. (See <https://dese.mo.gov/educator-quality/certification/required-professional-development-hours> for specifications.)
- Participate in a BTAP conference via the RPDC.

Other certification requirements and questions should be directed to the CCR2 Assistant Superintendent (Ext. 1174) and/or DESE Certification department ([certification@dese.mo.gov](mailto:certification@dese.mo.gov) / 573-751-0051).