



PROFESSIONAL DEVELOPMENT TOOLKIT

Dear License Holder:

Your application for licensure has been processed; congratulations!

You have worked hard to complete this process but know that your professional growth and learning do not end with the completion of this process.

Few would argue with the view that more is expected from today's educators than ever before. Federal mandates, state accountability plans, and greater local accountability all point to the fact that continuous school improvement is not optional but required. Educators must continually improve their ability to retool teaching, update curricula, integrate new research methodologies into instruction, meet the growing list of the sociopolitical needs of students, and improve student outcomes. This can only happen through ongoing high-quality professional development that provides the knowledge and skills needed to meet the diverse needs of students.

But what is high-quality professional development and how can you determine whether your professional learning experiences meet your needs? The Department has developed a **Professional Development Tool Kit** to provide information designed to help you answer these questions. You may access the tool kit at www.ncpublicschools.org/profdev/.

The North Carolina professional development standards begin with the premise that a primary goal of professional development is to help educators develop the knowledge, skills, behavior, and insights needed to become effective classroom teachers and school leaders. Based on research by the National Staff Development Council (NSDC), the State standards provide the vision and framework for making professional development more responsive to the learning needs of **both** educators and students. The standards clearly describe behaviors and attitudes that will lead to maximized teaching and learning. Your Tool Kit contains *North Carolina Professional Development Standards At-A-Glance*. Use this document to become familiar with the standards and use the standards and the accompanying document, *Assessing Your Professional Development Needs & Experiences* to begin evaluating your learning needs and experiences. The document, *Planning for Your Professional Growth*, guides you in developing a meaningful individual growth plan. The final document, *Making Your Case for Professional Development*, suggests ways that you can advocate for your continued professional learning and growth.

Best wishes for your continued professional learning.

