What is Teacher Choice in Professional Development?
The Teacher Choice Program was established to allow teachers opportunities to pursue professional development in exchange for 2 paid workdays in November. For the 2017 – 2018 school year, these days are **November 20 and 21**. Each of these days is provided in exchange for 6 hours of professional development per day, totaling 12 hours for the 2 workdays. Teacher Choice hours must occur outside of the workday.

Why has MISD established a Teacher Choice Program?
High performing schools understand the relationship between effective teachers and high student achievement. Since these schools strive to create a culture that values teacher learning and growth, they make quality professional development an essential component of their improvement plans, both campus and personal.

Quality professional development exhibits the following characteristics:
- focuses on teachers as central to student learning
- focuses on individual, collegial, and organizational improvement
- is results-driven and job-embedded
- is curriculum-centered and standards-based
- reflects best available research and practice in teaching, learning, and leadership
- enables teachers to develop further expertise in subject content, teaching strategies, uses of technologies, and other essential elements that support high standards of teaching
- focuses on developing teachers’ capacity in all T-TESS Domains and Dimensions
- builds teacher capacity in answering The 4 Critical Questions:
  - What do we expect our students to learn?
  - How will we know when they have learned it?
  - How will we respond when they have not learned it?
  - How will we respond when they know it?

Because research studies emphasize the central role of content knowledge and pedagogical expertise in enhancing student achievement, professional development should be accumulated in the areas of curriculum and instruction. In cases where a teacher may have a dual teaching assignment of both core content and enrichment courses (i.e. science and coaching), Teacher Choice should reflect no fewer than 6 hours in the core content area.

When do I participate in Teacher Choice?
Teachers have the opportunity to accumulate 12 hours of professional development for Teacher Choice from **May 8, 2017 through May 4, 2018**. These hours should be related to the Campus Improvement Plan and entered into Eduphoria Workshop. Part-time teachers must participate in Teacher Choice as follows:
- Part-time at 50% - 6 hours
- Part-time at 60% - 7 hours
- Part-time at 70% - 8 hours
- Part-time at 80% - 9 hours

Teachers hired after **November 21, 2017** are not required to accumulate the 12 hours of Teacher Choice, although it is highly recommended. Teachers who resign before **November 17, 2017** will not be docked if they have not acquired Teacher Choice hours. With the principal’s approval, Teacher Choice may be garnered from activities such as attendance at:
- trainings
- workshops
- selected conference sessions
- study groups
- curriculum writing
- book studies
- action research projects
- serving on a district textbook adoption committee

Where can I find Teacher Choice opportunities?
- Confer with your principal
- Search in-district professional development sessions on Eduphoria Workshop
- Consult with the content area/program area supervisor

Who is required to participate in Teacher Choice?
Teacher Choice is required of all professional staff working on calendars less than 236 days. This includes: Teacher, Librarian, Counselor, Campus Administrator (NOT Associate Principal or Principal at Senior High), Collegiate Coach, Instructional Coach, Interventionist, Crisis Counselor, Special Ed Supervisor, Bilingual/ESL Supervisor, OT/PT, LSSP, Diagnostician, Student Attendance Officer, Speech Pathologist, LPAC Facilitator, Life Skills Specialist, Instructional Technology Coach, Nurse, College Connection Advisor, Behavior Interventionist, ELL Transition Coordinator, Supervisor of Student Attendance Officer, and other professional positions not listed (contact supervisor if you are unsure).

Midland ISD does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities.

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How do I ensure I meet the Teacher Choice requirement?

The Teacher Choice process includes both appropriately entering the training into Eduphoria Workshop and acquiring the training. To qualify as Teacher Choice, the teacher must ensure the following criteria are met:

1. The teacher receives prior approval from the principal and ensures the professional development sessions meet all of the criteria for Teacher Choice.
2. The teacher accumulates 12 hours of professional development for Teacher Choice from May 8, 2017 through May 4, 2018 and enters hours into Eduphoria Workshop by May 7, 2018.
3. The teacher ensures that there is appropriate documentation of attendance at professional development, i.e. signing in at in-district professional development and providing the campus administrator with documentation of attendance from outside-of-district professional development to enter in Eduphoria Workshop.
4. The teacher tracks eligible Teacher Choice hours by checking the Portfolio Summary in Eduphoria Workshop. Eduphoria Workshop will indicate the number of hours earned. Any hours not approved by the principal in advanced may be denied.

5. Window 1: Six professional development hours in classroom content area must be earned no later than January 15, 2018 for professional development accumulated from May 8, 2017 through January 12, 2018.
6. Window 2: Six additional professional development hours from Teacher Choice must be completed no later than May 4, 2018 for professional development accumulated from May 8, 2017 through May 4, 2018.
7. Saturday, October 21, 2017 and Saturday, January 20, 2018 will be dates scheduled for district level PD opportunities for Teacher Choice.
8. In summary, 12 professional development hours must be completed by May 4, 2018.

Are there any penalties for not completing the Teacher Choice process?

Since November 20 and 21 are paid workdays, teachers not completing the 12 hours of professional development and/or not appropriately entering the hours into Eduphoria Workshop by May 7, 2018 will be required to complete 12 hours of online coursework through Edivate or other online provider (approved by district/principal). The deadline for completing coursework will be May 14, 2018.

10 Criteria for Teacher Choice

Professional development sessions meeting the following criteria are eligible to be considered for Teacher Choice:

1. Professional development approved by the principal or principal designee in advance of participation in the session
2. Data-driven professional development aligned with the campus improvement plan designed to improve instructional decision making and student achievement
3. Professional development that is job embedded and related to the current teaching assignment
4. Professional development aligned to curriculum standards (TEKS), including technology-related professional development training
5. Professional development received outside of school hours (i.e. before or after school, Saturdays, holidays, and summer vacation), garnered in increments of no less than 1 hour
6. Professional development received outside of the school district and outside of the school day, whether or not the district has paid for the registration (i.e. ESC, other districts’ trainings, content related professional development sessions at conferences, etc.)
7. Compliance professional development received outside of the school day (i.e. CPR for coaches, New Teacher Orientation for teachers new to the district, TELPAS, etc.) up to a maximum of 6 hours
8. Department, campus, or staff professional development sessions provided outside of the school day. (Meetings, such as department chairperson, lead teacher, lesson planning, or other types of meetings, DO NOT qualify for Teacher Choice.)
9. Professional development related to any of the 4 Domains of T-TESS (Texas Teacher Evaluation and Support System)
10. Professional development for which no pay supplement is paid to the employee and professional development that is NOT part of a college, university course, or certification program

Please keep in mind that the types of professional development sessions approved may vary from campus to campus depending on the stated goals of the Campus Improvement Plan. Principals reserve the right to direct professional development toward campus/district initiatives.

For questions regarding the Teacher Choice Professional Development Program, please contact campus administrators or Jill Rivera, Executive Director of Professional Development, jill.rivera@midlandisd.net.