**HS 1302.92 Training and professional development (c) (1) (2)**

**Policy:** All education staff will be assessed to identify strengths and areas for needed support and which staff would benefit most for intensive coaching. Opportunities for intensive coaching will be provided to those education staff identified through this process.

|  |  |
| --- | --- |
| **AREA** | **POINTS** |
| PROFESSIONAL DEVELOPMENT SURVEY: HOW MUCH |
| A Lot | 10 |
| Some | 2 |
| None | 0 |
| Education Staff Classification |
| Teacher | 10 |
| Assistant | 2 |
| CLASS Average Scores Comparison |
| 2 dimensions below average scores | 10 |
| 3 or more dimensions below average scores | 20 |
| PROFESSIONAL DEVELOPMENT: STRATEGY MATCH |
| One on one setting with a mentor | 4 |

**DETERMINING POINTS FOR PDS: HOW MUCH**

Use the scoring table to the right, apply points to each of the responses regarding “how much” support the coachee would like to improve their practice. Add all of the points from the survey and enter the total into the scoring section at the bottom of the 2nd page of the survey.

**DETERMINING POINTS FOR EDUCATION STAFF CLASSIFICATION:**

Assign 10 points for a lead teacher and 2 points for an assistant teacher.

**DETERMINING POINTS FOR CLASS AVERAGE SCORES COMPARISON**

**Head Start:** Assign 10 points if a classroom scored below the national average in 2 dimensions. Assign 20 points if a classroom scored below the national average in 3 or more dimensions.

**Early Head Start:** National average scores for infant and toddler are not currently available. Reports 5631 (Toddler CLASS Average Score Chart) and 5632 (Infant CLASS Average Score Chart) will be run, including all observations from the previous program year, to obtain the NMCAA EHS CLASS averages. Assign 10 points if a classroom scored below the NMCAA EHS CLASS average in 2 dimensions. Assign 20 points if a classroom scored below the NMCAA EHS

CLASS average in 3 or more dimensions.

**DETERMINING POINTS FOR PROFESSIONAL DEVELOPMENT STRATEGY MATCH**

Assign four priority points for an indication of “One on one setting with a mentor,” since this indicates a desire for one on one learning. No other choices in this category will be awarded points.

**DETERMINING CANDIDATES FOR INTENSIVE COACHING OPPORTUNITIES**

Once priority points have been determined for all education staff, the opportunity for intensive coaching will be offered to the four individuals with the highest number of points. If intensive coaching is declined, the opportunity will be offered to the candidate with the next highest priority point rating, and so on.