

Professional Development Philosophy
Office of the Superintendent ~ Catholic School Support Services ~ R. C. Diocese of Brooklyn

As Catholic educators we strive "to teach as Jesus did" by infusing the Gospel message into our daily lives. The objective of the professional development program within the Diocese of Brooklyn is to stimulate and promote the professional growth of educators. Its purpose is to assist the educator to better meet the individual needs of their students and to engage them in meaningful activities to assist in building a carefully planned and well-executed instructional program.

It is incumbent upon the individual educator to ensure that all learning activities reflect the school's Catholic identity and are integrally linked to the New York State Common Core Learning Standards.

The benefits of ongoing staff development are:

- *student learning is improved at all levels*
- *staff are more effective in their roles*
- *staff work together to formulate a focused, rigorous and coherent curriculum*
- *staff work together to maximize the use of resources for students*
- *staff feel valued and demonstrate commitment*
- *schools become professional learning communities through ongoing professional dialogue*
- *students see positive role models for life-long learning*

To be successful, we organize professional development based on the following principles:

- *professional development improves student performance*
- *professional development shows the connection among curriculum, instruction and assessment*
- *all staff, as life-long learners, share a personal responsibility for individual and organizational growth*
- *all professional staff are expected to be involved and contribute to curriculum development*
- *professional development will focus on the integration of technology and 21st Century skills*
- *professional development will be offered on a flexible time basis*
- *professional development is based on research and respects adult learning styles*
- *professional development is planned, ongoing, systematic, and sustained*
- *internal resources are valued and used effectively*
- *professional development is based on collaboration and trust*

All professional development should be connected to an individual's and school's Strategic Plan. Both should be seen as part of the broader implementation of that plan's action steps.

The aim of professional development is to foster many forms and levels of engagement, ownership, and participation in learning and teaching development.

In practice, this means that structures and opportunities are provided for staff to share examples of best practices, and address curricular and cross-curricular concerns in learning and teaching. There is a particular focus on providing opportunities for collaborative problem solving, curriculum development and resource sharing.