



**Professional Development MOU as of April 8, 2020
for Activities Occurring March 14 through June 30, 2020**

1. Allow for all Knowledge Level points earned as part of a District or Building Level Professional Development activity to be purposed for both relicensure and salary movement regardless of the day/time the activity occurred.
 - A. Professional Development activities scheduled for March 23 and April 17 will not occur. Other Professional Development opportunities will be available.
 - B. Principals have the option of substituting Building Professional Development sessions for staff/department meetings.
2. Allow for all Knowledge Level points earned as part of an Individual Action Plan activity to be purposed for both relicensure and salary movement regardless of the day/time the activity occurred.
4. Allow for any Action Plans submitted between January 1 and March 13 and have completed Knowledge level activities prior to March 13 to request for more than 9 points of application (for implementation activities occurring in the 3rd quarter of the school year).
5. Allow for any Action Plans submitted between January 1 and March 13 and have completed their Knowledge Level points and Application activities in the 3rd quarter of the school year to request more than 9 points for Impact. Relevant student data is still required for Impact requests but may be from a source other than what is stated in the Action Plan SMART Goal.
6. Allow for no Special Topics meetings to be called.

Building Level Professional Development

- Per current practice and KSDE regulations, staff/department meetings and PLCs will not earn PD points.
- If administrators hold a professional development session in place of a staff/department meeting, PD points will be awarded. Professional development sessions should be no more than 60 minutes at one time and PD points will be awarded for activities that are 1 hour in length. Shorter increments of PD may be part of a regular staff meeting but not earn points. Building Leaders4Learning representatives will submit a building proposal to Frontline and take attendance for all building PD sessions.
- New optional building level professional development opportunities may be initiated. Building Leaders4Learning representatives will submit a building proposal to Frontline and take attendance.
- Educator facilitation of building level professional development must be voluntary.
- No Special Topics meetings will be called.

District Level Professional Development

- Optional professional development opportunities available through the district may continue virtually, if instructors are willing and able to hold sessions. New courses may be added to the district PD catalog. Activities in the PD catalog will be awarded points for relicensure and salary movement under a District Proposal.
- The district will not replace the two 4th quarter PD days (March 23rd and April 17th), but other professional learning activities will be offered.

Individual Level Professional Development

Some educators may want to use this time for individualized professional learning.

- The district is developing optional self-paced professional development opportunities, some using Learning Labs from Nearpod. Action Plan is required
- MIE (Microsoft Innovative Educator) certification continues to be available. (technology.olatheschools.com/Microsoft) No Action Plan required
- Microcredentials are available through the Olathe NEA website. College credit is available for ONEA members, or an Action Plan is required to earn points for relicensure and salary movement. (<https://cgps.nea.org/micro-credentials>)
- Per the Negotiated Agreement, new Action Plans may be written at any time. Contact your building Leaders4Learning representative for assistance.
 - Only Knowledge level points will be available for Action Plans written after March 13, 2020 and through the end of the professional learning year (June 30, 2020). Application Level points and Impact Level points will be available for these plans once face-to-face instruction resumes and implementation occurs.
- For Action Plans currently in place, the variance allows for the following changes

- Knowledge Level points earned between March 13 and June 30, 2020, may be purposed for both relicensure and salary movement, regardless of the time of day the activity occurs.
- Those with approved Individual Action Plans who completed Knowledge Level activities in first and second quarter have had sufficient implementation time to request 10+ Application Level points and 10+ Impact Level points. No variance is required.
- Those who submitted Action Plans between January 1 and March 13, 2020 and who completed Knowledge Level activities prior to March 13, 2020, may request for 10+ Application Level points and 10+ Impact Level points, if implementation occurred during or prior to third quarter.
- Data is required in an Impact Level point request. Per current practice and KSDE regulation, if the data designated in the SMART goal is not available, then another relevant data point may be used instead. No variance is required.