**HS 132.92 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 from intensive (comprehensive) coaching. Opportunities for intensive coaching will be provided to those education staff identified through this process.

|  |  |
| --- | --- |
| **Area** | **Points** |
| **Professional Development Survey: How Often**  Sum ratings assigned to each practice in the “How Often” column. You will have 5 scores to sum, one for each practice, and the resulting overall score will fall between 5 and 25. Using the priority criteria chart, assign priority points based on overall score. Ex: an overall score of 13 will be assigned 1 priority points. |  |
| 5-12 | 5 |
| 13-19 | 4 |
| 20-25 | 3 |
| 26-31 | 2 |
| 32-37 | 1 |
| 38-40 | 0 |
| **Professional Development Survey: Change Needed**  Assign one point to each “Yes” circled in the “Change Needed” column. |  |
| Total of “Yes” circled. | Total: |
| **Professional Development Strategy Match** |  |
| Comprehensive Practice Based Coaching - One on one setting with a Coach/Mentor | 10 |
| Group Professional Development Collaborative | 0 |
| Individual Professional Development Goal | 0 |
| **Professional Development Survey Home Visiting Experience with PAT Curriculum**  Assign points depending on experience (months, years) that staff has used PAT in a home visiting capacity. |  |
| 0-12 Months | 0 |
| 13-24 Months | 10 |
| 25-36 Months | 8 |
| 3-5 Years | 4 |
| 5+ Years | 3 |
| **Determining Candidates for Comprehensive Coaching Opportunities**  Once priority points have been determined for all education staff, the opportunity for Comprehensive Coaching will be offered to the individuals with the highest number of points. If Comprehensive Coaching is declined, the opportunity will be offered to the candidate with the next highest priority point rating, and so on. |  |