



THE MONTCLAIR KIMBERLEY ACADEMY

Guiding Principles for MKA's Faculty Professional Growth Process

MKA's Faculty Professional Growth Process is designed to foster a rich, collaborative environment where students learn, teachers grow and the community commits to the values inherent in the school's mission. The success of the Professional Growth Process, rooted in the teacher's commitment to professional growth and continuous self-evaluation, is evident in student learning. As such, the faculty member's Professional Development Plan (PDP), and the Lifelong Learners' Rubric at its heart, focuses on the teacher's ability to:

- Equip students to take initiative for their learning in both familiar and novel situations.
- Teach & advise a variety of learners with attention to their academic, social and emotional needs.
- Engage in the ongoing development of curriculum and instruction to meet students' needs.
- Use assessment to plan instruction and improve student performance.
- Exemplify integrity, adaptability and responsibility to the community as an effective team player.
- Contribute to the learning culture of the community as an effective professional.

MKA's reputation for excellence provides a unique opportunity to hire, retain and develop exceptional teachers at all stages of their careers. MKA teachers are committed professionals; they deserve to participate in an authentic, collaborative, self-evaluation process that continuously revitalizes them and supports their learning. Therefore, MKA's Faculty Professional Growth Process:

- Recognizes that MKA teachers are committed to professional growth and continual development.
- Promotes and supports faculty ownership of a continuous growth process.
- Encourages productive risk taking on an ongoing basis, instead of simply focusing on a one-time performance of a polished, tested lesson.
- Recognizes that MKA teachers are varied learners with a variety of backgrounds, teaching and professional experiences and professional development needs.
- Provides faculty with a better understanding of how they impact and support students and their learning, both within and outside the classroom.

MKA's Faculty Professional Growth Process achieves these ends by:

- Providing a Lifelong Learners' Rubric to help faculty identify areas of accomplishment and areas in which they would like to improve.
- Supporting teachers in creating their own Professional Development Plans (PDPs) and using them as a foundation for continual self-assessment, adjustment and growth.
- Linking teachers to one another in a supportive professional network of learners.
- Providing teachers with diagnostic feedback from various sources, including colleagues and students.
- Allocating time and space for frequent reflection, collegial observations and constructive conversations.