

Inclusive Education Professional Development for SY24-25

Frequently Asked Questions

What is new about the PD for this year?

The district has made a shift in how professional learning is being offered for next year (SY24-25). As part of the existing contractual PD hours (not extra time like this year SY23-24) all Teachers will be asked to participate in a 12 hour course addressing some fundamental knowledge and competencies required to implement the district's inclusive education plan. These courses are differentiated by curriculum aligned to the curricula required across the district. Schools are asked to permit educators to attend a course that aligns to the curriculum they teach. For an overview of the shifts and the content see [this slide deck](#) from BPS.

While offering more choice is a great step forward, and one that BTU members have been seeking for years, these shifts can create some questions and challenges. Please continue to share your questions and concerns with the BTU so we can address them as needed. Please contact [Paul Tritter](#) for assistance.

[School Based PD Scheduling](#)

[Individual Choice](#)

[Summer PD](#)

[Online Options](#)

[Paraprofessionals](#)

School Based PD Scheduling

How do we create the schedule and vote with this choice structure?

Step 1 is for your school community, ILT, and school leader to collaboratively determine which of the pathways you will choose. If you choose to self-facilitate or design your own PD, schedule your PD as normal. If you choose the choice pathway, your school should schedule and vote (if applicable) on the remaining 12 hours (January 3rd + an additional 6 hours). The choices are outlined on Slides 17&18 linked above.

For more information on PD Scheduling and Voting Procedures see [here](#).

When will the dates for the various options be announced?

Courses are posted on Vector. All courses that satisfy this requirement are labeled "Inclusive Ed Course." Each course will have at least one late summer option, one fall option, and one spring option. If you do not see a time that works for you, you can offer feedback [here](#).

With the schedule for the individualized courses not yet fully available, what happens if our school schedules our twelve hours in a way that ends up conflicting with district offerings?

If the school makes their schedule now and there end up being conflicts with the individualized 12 hour courses, the educator should make a choice about which to prioritize and will not be penalized.

Can my school require me to travel to another school or site for PD?

Only if sufficient time is provided within the existing workday. Some educators will choose and may prefer to travel off-site in order to have the opportunity to learn and collaborate with colleagues from other schools who teach the same grade level or curriculum.

Can the Principal make me attend a certain course at a certain day/time?

If it is within the [current guidelines for scheduling PD](#), yes. However, if attendance requires travel or additional time outside of your contractual obligations, no.

Individual Choice

How do I choose which PD to attend?

In consultation with your principal or supervisor, you should choose the course that is most relevant to you and the curriculum you teach.

What if I (or my school) does not use the district supported curriculum?

At the secondary level, there is a course being offered that is "curriculum agnostic," this means the course will cover the content in a way that is broadly applicable to any content area. Your school may also choose the Pathway 2 or 3 option which allows you to facilitate the course at your school or design a course of study that meets your school's needs.

If I am an elementary teacher who teaches multiple subjects, which PD should I attend?

This should be your choice in consultation with your principal.

Who has final say on which course I attend?

Ultimately your principal or supervisor does as long as any requirement is not in violation of the contract.

What is the deadline for individual educators to choose a PD option?

A deadline has not been established, but you will be expected to complete the PD sometime between the weeks before school starts in August and the end of the 24-25 school year.

How will attendance be verified so I receive my PDPs?

Attendance will be kept and recorded on Vector. The district will provide your principal with a record of attendance for all educators in your school. You will also be able to document this information for your principal using your Vector account.

Summer PD

Can the Principal tell me what dates I have to attend PD during the summer?

Only if your school staff votes by a 2/3rds margin to move PD during the summer. These dates must be specified as part of the vote.

Can I be required to attend PD over the summer?

You can only be required to attend PD over the summer if your school votes by a 2/3rds margin to schedule PD over the summer. Many schools do this. Many BTU members will choose to attend the 12 hours courses over the summer because these will help them prepare for the school year and get contractual PD hours finished before the school year starts.

Online Options

Will there be online options?

Yes. As of now, the district has informed us that there will be online options for all courses and they will be scheduled near the end of the typical workday just as school based PD typically is. If you choose an online option, you will be expected to participate fully and not be driving or doing other work during the time of the course sessions.

Will there be asynchronous options?

At this time, there is not a plan for an asynchronous option.

What if my school has selected the choice pathway, but I am not able to attend any of the courses due to personal reasons?

The district has committed to providing online (synchronous) options that will be available at the end of the scheduled workday similar to current practices for scheduling PD. If this doesn't work for some reason, you can work with your principal or school leader to develop a schedule and activities to meet the contractual PD requirement. Regardless, you cannot be forced to violate the existing contractual scheduling guidelines.

Paraprofessionals

Are the 12 hours required for Paras?

No. However, Paras do have 12 hours of contractual PD time per year. If a school determines that one of the courses is the best use of Paras' learning time, they may register and attend.

When will para PD options be available?

Para professional development programs run throughout the year with sessions dedicated to Paras available at the BTU on the two days before school starts in September. Many school leaders release paras from their school based duties on those days so they can attend relevant PD. These offerings will be available soon.