



August 25, 2023

To: Administrators and Employees in these Job Categories:

Audiologists	Pre-K/Developmental Pre-School
Librarians	SLPs, OTs, and PTs
Nurses	IEP Specialists
Head Teachers	School Psychologists
Social Workers	Rehabilitation Counselors
Counselors	Diagnosticians
Fine Arts Teachers	

From: Dr. Valerie Hoose, APS Executive Director of Labor Relations
Dr. Ellen Bernstein, ATF President

Re: PD for the specialized role groups clarification

In the annual APS/ATF PD memo (attached), we specified that the all the employees listed above have role group Professional Development Days on:

- Thursday, October 12, 2023
- Tuesday, November 7, 2023
- Friday, March 22, 2024
- Friday, May 24, 2024

In the memo it specified that those days in the schools are district-directed PD.

The memo also specified:

Half of each day will be designated for professional development and half for collaboration.

Team collaboration and co-planning time will focus on implementation of the professional development/training, district strategic plan and school goals, student-

centered learning and student engagement.

Instructional Councils determine collaboration structure.

This follow up letter is to clarify a few questions:

1. **What does district-directed mean?**

In school sites this means the district identifies the focus and provides the professional development.

2. **Can we plan the PD through our Instructional Council if we have one?**

Yes. APS and ATF agree that collaboratively planned PD in role groups is allowable even when the day is listed as "district-directed".

3. **Are our PD days half professional development and half collaboration?**

Yes. It would be optimal, as written in the memo, for there to be team collaboration and co-planning time so staff can focus on implementation of the professional development/training.

4. **September 5 is designated as a PD day for Elementary and Middle School educators.** Is this a PD Day for us? If your role group is not based in a school, you may choose as a group to create a professional development opportunity, or your role group can use the 5th as a regular work day.