



PROFESSIONAL LEARNING

Professional Learning
Programs for
Classified Staff

<https://www.poway-psea.org/professional-learning>

WHO ARE WE?

Debbie
Nielsen



Pauline
Moroz



WHO ARE YOU?

Please type your
name and school
site in the *Chat!*

Use the chat to ask
questions - we will
answer them as we go
along!

?

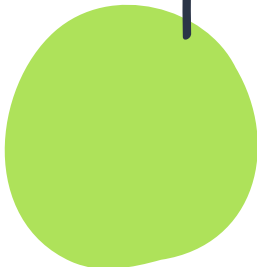
**On a scale
of guinea
pig, how are
you feeling
today?**



How are you feeling today!



Survey Results



CAPTURE THE SLIDE



Feel free to post questions in the chat.

AGENDA

PROFESSIONAL DEVELOPMENT:

- ✕ PROGRO DAYS
- ✕ PROFESSIONAL PARTNER PROGRAM
- ✕ EDUCATION FINANCIAL INCENTIVE PROGRAM
- ✕ SCHOLARSHIPS
- ✕ CLASSIFIED LEARNING COOPERATIVE
- ✕ LEARNING RESOURCES

PRO GRO DAYS

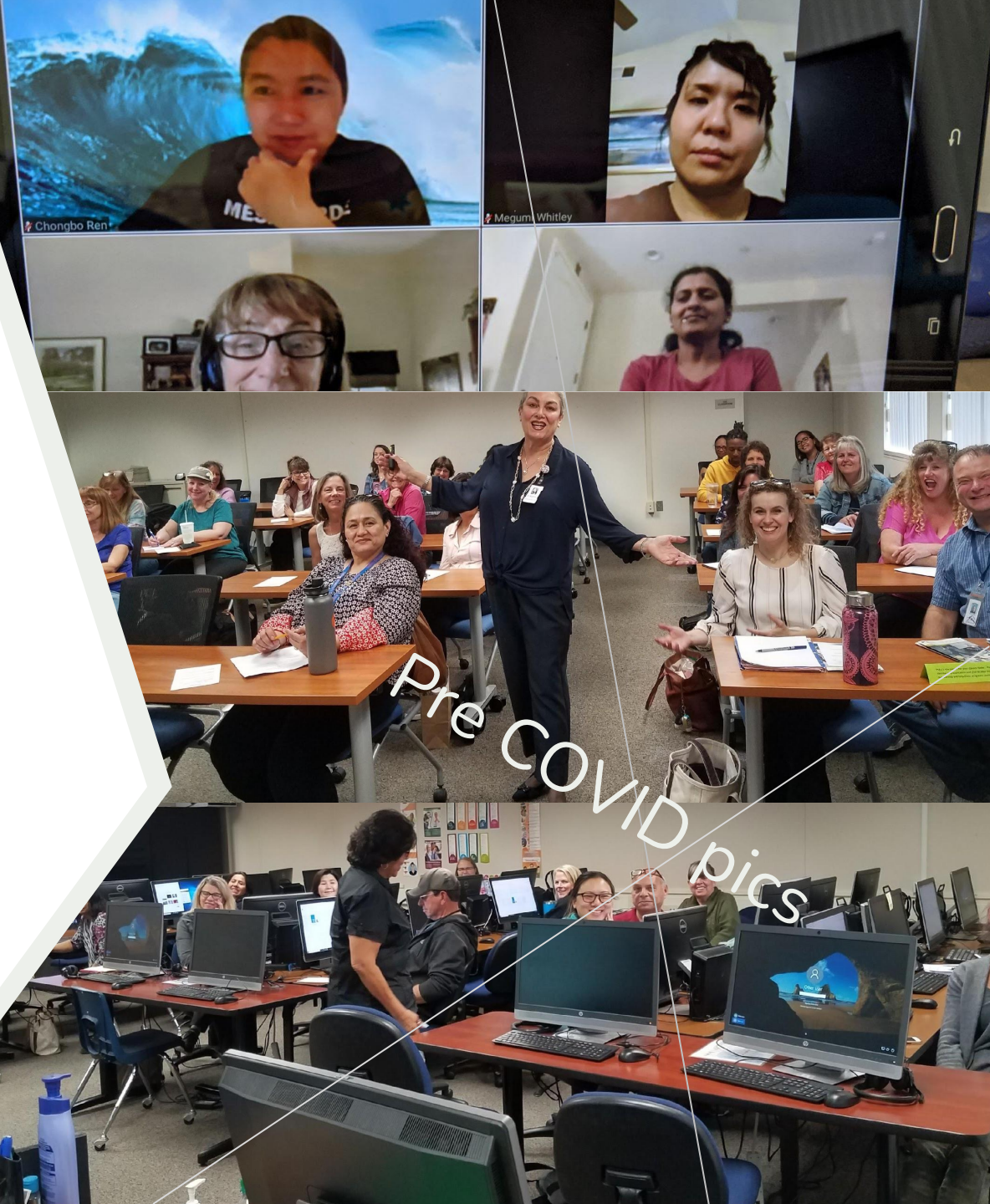
<https://www.poway-psea.org/professional-learning/professional-growth-days>

PRO
GROW



PROFESSIONAL GROWTH DAYS

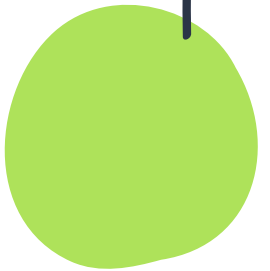
- ✗ A variety of professional learning courses are offered to employees on non-student days.
- ✗ Topics include: interpersonal skills, diversity training, technical skills, and District procedures and skills training. trowe@powayusd.com.
- ✗ Plus resources available for facilitators to offer learning opportunities at their site during site-designated professional time.



PROFESSIONAL PARTNER PROGRAM

<https://www.poway-psea.org/professional-learning/professional-partner-program>

PROFESSIONAL
PARTNER



PROFESSIONAL PARTNER PROGRAM



WHAT IS THE PROFESSIONAL PARTNER PROGRAM?

The Professional Partner Program is a **mentoring program** designed to provide individualized support, encourage learning, and promote high levels of performance for PSEA Classified employees.

“Mentoring is a brain to pick, an ear to listen, and a push into the right direction” John C. Crosby



WHO IS THE PROFESSIONAL PARTNER PROGRAM FOR?

- New and probationary employees.
- All PSEA employees, including permanent employees who would like assistance.

WHAT IS THE GOAL OF THIS PROGRAM?

Our goal is to equip employees with the necessary resources and support to create:

- Better job performance
- Ability to advance more rapidly within the organization
- Lower turnover rate

Our Partners will communicate with you as much or as little as you request, and your conversations will be held in strict confidence.

EDUCATION FINANCIAL INCENTIVE PROGRAM



<https://www.poway-psea.org/member-resources/education-financial-incentive/>

EDUCATION FINANCIAL INCENTIVE PROGRAM

Classified employees may request a *scholarship-type of reimbursement stipend, either full or partial, for on-going eligible professional staff development opportunities, courses, and/or training conducted by a recognized institution/organization offering instruction that will benefit the employee and the District.



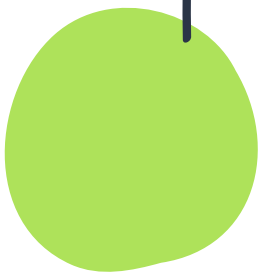
***Not to be confused with Scholarship Program**

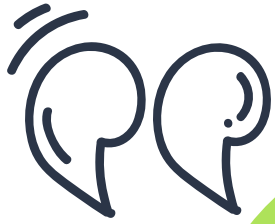
Next deadline to apply is May 19, 2021

- Must be an active employee
- Non-probationary status
- Current "Satisfactory" Work Performance Review
- Supervisor approval for time off from work
- Enhance ability to perform current position
- Cannot be used to maintain certification/licenses required for current position
- Apply for maximum of \$500 per fiscal year.
- Must apply prior to signing up for course.
- Must submit receipts & certificate of satisfactory completion.

SCHOLARSHIPS

<https://www.poway-psea.org/member-resources/scholarships/>





Show Me the Money!

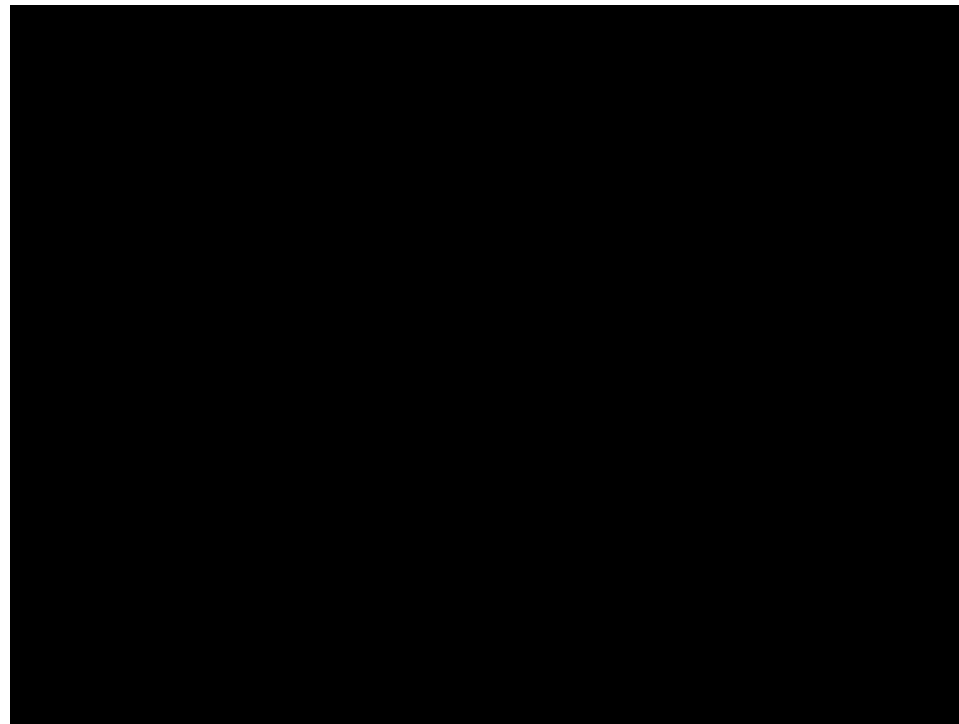
- PSEA Scholarships will be awarded twice a year in increments of \$1,000.00 each.
- Selection decisions will be made by the Scholarship Committee.

Who Can Apply?

- PSEA members
- High school seniors of PSEA members who are continuing their education
- A PUSD student nominated by a PSEA member
- A PSEA member's dependent who has graduated from High School in the Past 2 years.



CLASSIFIED LEARNING COOPERATIVE (CLC'S)



The purpose of CLC's is to offer flexible learning opportunities for small groups to **acquire new skills, develop skills in a collaborative group, implement learning in the workplace, and reflect on the process.**



CLC's

- ✗ Earn 'points' for each course you take
 - ✗ 5 Points = approximately 20 hours of activities
 - ✗ 10 Points = approximately 40 hours of activities
- ✗ Each point is worth **\$75**
- ✗ Points (and \$\$\$) are awarded after successful completion of a course
- ✗ Earn hourly pay for facilitating a course **\$31.34**

CLC's

	<u>5 Point</u>	<u>10 Point</u>
Participant	Earn \$375	Earn \$750
Facilitator & Participant	Timesheet up to 10 hours Earn up to \$313 + \$375	Timesheet up to 20 hours Earn up to \$626 + \$750
Facilitator	Timesheet up to 15 hours Earn up to \$470	Timesheet up to 30 hours Earn up to \$940



Uniquely Human (Seeing Autism in a Different Way)

CLC²

The Big 4 of Mental Toughness:
Making it a Daily Habit

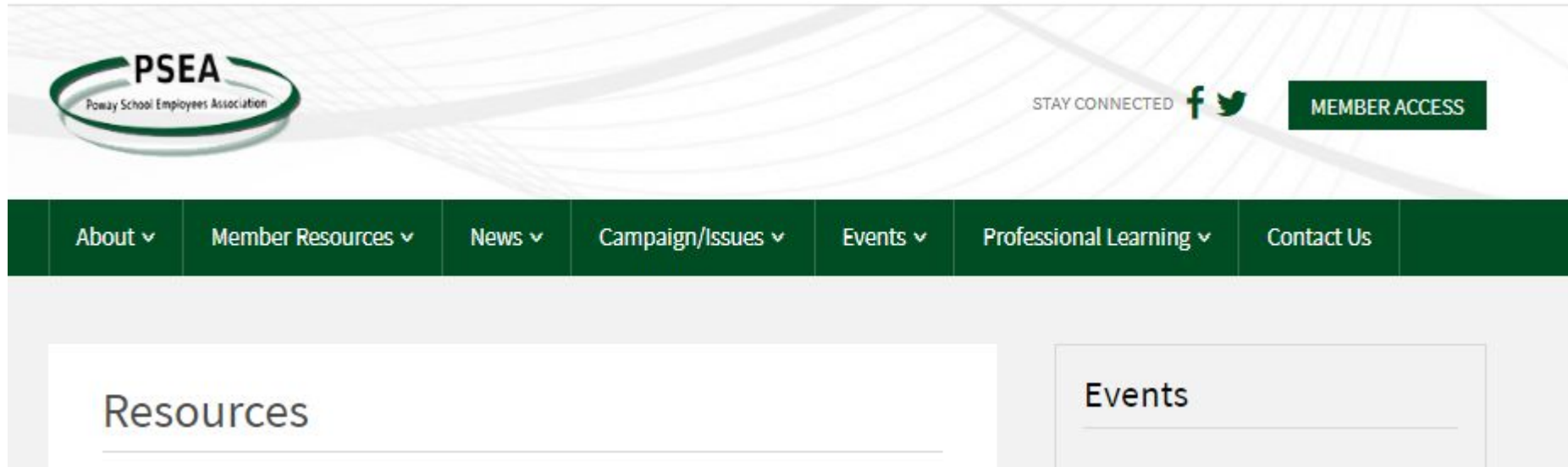
SAI Model Schools Implementation

Building Relationships:
One Student at a Time

Google Drive, Docs, Forms, and Slides for Beginners

Don't see something you like?

LEARNING RESOURCES



<https://www.poway-psea.org/professional-learning/resources/>



CALL TANIA

ANY QUESTIONS?

Tania Rowe
Professional Learning Coordinator for
Classified Employees

trowe@powayusd.com
taniarowe@powaysea.org

Cell: (858)413-6740
Office: (858) 842-4980



MONTHLY LEARNING LETTER

Learning Letter

January 2021

"We must accept finite disappointment, but never lose infinite hope."

Martin Luther King



January 29th is Professional Growth Day. Watch for a class flyer and enrollment date to be sent to your PUSD email soon!



Education Financial Incentive Applications are due to the PSEA Office on or before January 27, 2021

[Application and Eligibility Requirements - click here.](#)

CLC Updates: January and February

Another CLC is open for enrollment. Need information on what exactly is a CLC? Go to our PSEA CLC Page: <https://www.poway-nsea.org/professional-learning/clc>

Class meeting dates & times:

Google Drive, Docs, Forms and Slides for Beginners (5 points)

1/14, 1/21, 1/28, 2/4, & 2/11

3:00 - 5:00 pm

(these will be virtual meetings only)

Watch in February to enroll in "In Person Attendance" CLCs:

"Uniquely Human", a book study on seeing autism in a different way
Cooperative Communication Skills for Success

Full attendance is mandatory to receive credit, so please check that you are available for all session dates prior to enrolling. Participation is limited to 20 credits annually per person. Additional CLC classes will continue to be offered throughout the year.

Enrollment is through Poway Professional Learning website: <https://ppl.powayusd.com>

Poway Adult School's Winter Catalog & Classes are starting

Classes will begin January 11th on campus and online

Registration is open now

[Click here to go to website](#)

Special Education Instructional Aide

Business & Finance

Social Security, Estate Planning & Retirement

PROFESSIONAL PARTNERS NEEDED FOR MENTOR PROGRAM

Are you interested in coaching with another PSEA employee to share your talents and expertise? Do you have more than 3 years of experience working in PUSD? Consider applying for the Professional Partner Program!

We are looking for experienced employees to serve as Mentors/Coaches for the 2021-2023 school years.

The Google link below will lead you to the application, program overview, FAQ, eligibility criteria and expectations. To request documents sent directly to your email, contact TaniaRowe@powaysea.org. If you are a qualified employee that is interested in joining the Professional Partner Program, please complete the application and submit it to the PSEA office along with a letter of recommendation no later than Mar 15, 2021.

<https://drive.google.com/drive/folders/1Z0EL3BY4W5zGDF4mHoTPkHxaPblMoGskK?usp=sharing>