

## **Skill Blocks**

**The goal of skill blocks is to provide incentives for teachers who acquire, apply and demonstrate skills which support the goals of the school district. Skill blocks are practical and/or innovative skills that teachers acquire and demonstrate in their classrooms. They are not intended to replace professional development activities, but, instead, to augment those programs.**

**The Skill Blocks program will be governed by the Skill Blocks Advisory Committee which will consist of three teachers appointed by the Union, two administrators, and one community member chosen by the District, and a liaison from the Staff Development Department.**

### **A. Skill Blocks Types**

#### ***District Selected Skill Blocks***

The Skill Blocks Advisory Committee will identify skills which support the goals of the district through regularly conducted teacher needs assessments and a review of current educational research. The Educational Research and Dissemination (ER&D) Program will also provide skill blocks designed to enhance teachers' skills in teaching. ER&D is a joint project of the Douglas County Federation of Teachers and the School District. Further information on the ER&D program can be obtained either from the district staff development website or the DCFT website ([www.DCFT.net](http://www.DCFT.net)). Assessments will be developed by the district which define the required standards for demonstration of the skills. Training will be provided to support acquisition of the skills.

Information on the skill blocks which are available each year may be obtained by accessing the staff development pages of the district website.

### **B. Implementation of the Skill Blocks**

#### ***Acquisition of Skills***

The District will provide training to support the acquisition of skills. Any manner of acquiring the skills identified in the skill block is acceptable. Teachers may acquire the skill through professional reading, District in-service, college course work, observation and coaching with a colleague, or any other avenue of their choosing.

#### ***Assessment of Skills***

Rubrics will be developed by the District which define the specific standard required for demonstration of the skill. The successful demonstration of the skill will be in accordance with criteria developed by the District..

### **C. Payment**

Upon successful demonstration of the skill as certified by the Staff Development Department, the teacher will be paid a one-time payment. The payment amount will be determined jointly by the Union and the District for the attainment of the skill based on the nature and complexity of the skill.