

The adult education Teacher Leadership Work Group articulated **Guiding Principles** in considering a system for improving teacher (and all staff) quality. These principles are:

- **Flexible**
A system of flexible professional development options and a wide variety of delivery methods including self study, along with recognition of past experience.
- **Accessible**
PD options must be accessible with respect to Time - both scheduling and amount of time required - and provide a variety of Supports for participants.
- **Phased-in**
A system change should be planned to roll out over several years.
- **RIDE supported**
The effort needs support both financially and through active encouragement to all programs.
- **Well communicated**
Involve the field, get input through active dialog with the field, establish ongoing communication around PD options.
- **Continuous learning**
Foster culture of life-long learning among programs and all staff.
- **All staff**
System must address all adult practitioners, not just teachers [e.g. program directors, job developers, case managers, etc]
- **Tied to Salaries**
There must be incentive such as RIDE mandated % salary increases for staff participating in the system.