**Senior Professional Development Specialist**

<table>
<thead>
<tr>
<th>Department:</th>
<th>Office for Professional Development and School Supports</th>
<th>Job Code:</th>
<th>1750</th>
</tr>
</thead>
<tbody>
<tr>
<td>FLSA:</td>
<td>☑ Exempt</td>
<td>Salary Schedule:</td>
<td>Mgmt 8C</td>
</tr>
<tr>
<td>Reports To:</td>
<td>Director of Professional Development and School Supports</td>
<td>Work Days:</td>
<td>245</td>
</tr>
<tr>
<td>Board Approved Date:</td>
<td>April 7, 2015</td>
<td>Work Hours:</td>
<td>7.5 hrs/day</td>
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**JOB GOAL:** Responsible for developing, implementing, evaluating, monitoring, and facilitating large-scale district-wide professional development learning activities for staff while ensuring alignment with the District’s mission and compliance with federal, state, and local regulations.

**ESSENTIAL DUTIES & RESPONSIBILITIES:**
The following statements of duties and responsibilities are intended to describe the general nature and level of work being performed by individuals assigned to this position. These statements are not intended to be an exhaustive list of all duties and responsibilities required of all personnel within this position.

1. Develop large-scale professional development activities that are targeted to district-wide initiatives.
2. Build capacity with district and school staff to provide ongoing, job-embedded professional development.
3. Analyze, evaluate, and monitor professional development for impact and effectiveness by reviewing participant engagement through measureable results, and make modifications to content as needed.
4. Collaborate with staff and other stakeholders to design and facilitate professional development instruction that promotes best practices, yields desired results, and meets district and state requirements.
5. Plan, implement, and evaluate professional learning experiences based on national, state, and district professional development standards and protocols.
6. Ensure a link between professional development and a change in practice with ongoing monitoring, including observation, feedback and reflection.
7. Continually reflect and apply current research and emerging trends in the area of professional development aligned to the professional growth system.
8. Provide guidance in selection, location, utilization, and evaluation of resources to support learning objectives that meet the individual needs and interests of all staff.
9. Perform other duties as assigned.

**MINIMUM REQUIREMENTS:**
Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, the incumbent will possess the abilities or aptitudes to perform each duty successfully. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

**KNOWLEDGE, SKILLS & ABILITIES:**
- Ability to employ effective coaching and facilitation skills to plan for and respond to learning across content areas
- Ability to reflect and apply knowledge from current research on best practices for improving student achievement
- Ability to work collaboratively with others and facilitate groups to consensus
- Ability to communicate effectively with a variety of audiences, orally and in writing, including electronic media.
- Knowledge of and ability to read and interpret journals, articles, research studies, Florida statutes, state Board rules, and school Board policies
- Ability to organize, prioritize, manage and carry out duties efficiently and within established timeframes
- Knowledge of and experience with personal computers and programs, such as word processing programs, spreadsheets, presentation programs, and databases

**EDUCATION, TRAINING & EXPERIENCE:**
- Bachelor’s degree from an accredited institution
- Experience using current communication technologies
- Successful instructional experience, including coaching and mentoring adults
- Experience evaluating, designing and facilitating professional development for adults
- Experience with program evaluation strategies and methods
- OR Any equivalent combination of education and experience which provides the required knowledge, skills, and abilities to perform the essential duties and responsibilities of the position
CERTIFICATES, LICENSES, & REGISTRATIONS:
- Valid Florida Educator’s Certificate

PREFERRED QUALIFICATIONS:
- Master’s degree from an accredited institution
- Experience leading professional learning communities
- Training or certification in educational leadership or administration
- Five years of experience in professional development and/or instructional design
- Experience with project implementation and management

SUPERVISORY RESPONSIBILITY: none

PHYSICAL REQUIREMENTS (Describes physical conditions of this position):

- Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently to lift, carry, push, pull or move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
- Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently. If the use of arm and/or leg controls require exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated as Light Work.
- Medium Work: Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force constantly to move objects.
- Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
- Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

PHYSICAL ACTIVITY:
(Physical activities of the job are listed below and are with or without accommodations for disabilities for this position. Frequency of each applicable activity is noted according to the following: R = Regularly; F = Frequently; O = Occasionally, S = Seldom)

- R Sitting: Resting with the body supported by the buttocks or thighs.
- R Standing: Assuming an upright position on the feet particularly for sustained periods of time.
- R Walking: Moving about on foot to accomplish tasks, particularly for long distances.
- S Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. using feet and legs and/or hands and arms.
- O Balancing: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces.
- S Bending: Lowering the body forward from the waist.
- S Stooping: Bending body downward and forward by bending spine at the waist through the use of the lower extremities and back muscles.
- S Kneeling: Bending legs at knee to come to a rest on knee or knees.
- S Crouching: Bending the body downward and forward by bending leg and spine.
- S Crawling: Moving about on hands and knees or hands and feet
- O Twisting: Moving body from the waist using a turning motion.
- O Reaching: Extending hand(s) and arm(s) in any direction.
- S Pushing: Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
- S Pulling: Using upper extremities to drag, haul or tug objects in a sustained motion.
- S Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position to position through the use.
**DISTRICT SCHOOL BOARD OF PASCO COUNTY**

**JOB DESCRIPTION**

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<table>
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<tbody>
<tr>
<td>R</td>
<td>Finger Dexterity</td>
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<tr>
<td></td>
<td>Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm.</td>
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<tr>
<td>O</td>
<td>Grasping</td>
</tr>
<tr>
<td></td>
<td>Applying pressure to an object with the fingers and palm.</td>
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<tr>
<td>O</td>
<td>Feeling</td>
</tr>
<tr>
<td></td>
<td>Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips</td>
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<tr>
<td>F</td>
<td>Repetitive Motions</td>
</tr>
<tr>
<td></td>
<td>Substantial and continuous movements of the wrists, hands, and/or fingers.</td>
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<tr>
<td>R</td>
<td>Talking</td>
</tr>
<tr>
<td></td>
<td>Expressing or exchanging ideas by means of the spoken word. Those activities in which detailed or important spoken instructions must be conveyed accurately, loudly or quickly.</td>
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<tr>
<td>R</td>
<td>Hearing Acuity</td>
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<tr>
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<td>The ability of perceive speech and other environmental sounds at normal loudness levels.</td>
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<tr>
<td>R</td>
<td>Visual Acuity</td>
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<tr>
<td></td>
<td>The power to see at a level which allows reading of numbers and text, operations of equipment inspection of machines, etc.</td>
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**WORKING CONDITIONS:**

(Conditions the worker will be subject to in this position with or without accommodations for disabilities. Indicate all that apply to the position with an ‘X’. Please note that there can be more than one condition.)

- [ ] Outdoors
  The worker is subject to outside environmental conditions. There is not effective protection from weather conditions such as wind, moisture, sunlight, extreme temperature changes, etc.
- [ ] Indoors
  The worker is subject to inside environmental conditions. There is protection from weather conditions but not necessarily from temperature changes.
- [x] Indoors and Outdoors
  The worker is subject to both environmental conditions. Activities occur inside and outside.
- [ ] Cold
  The worker is subject to extreme cold. Temperatures are below 32 degrees for periods of more than one hour.
- [ ] Heat
  The worker is subject to extreme heat. Temperatures are above 100 degrees for periods of more than one hour.
- [ ] Noise
  The worker is subject to noise. There is sufficient noise to cause the worker to shout in order to be heard above the ambient noise level.
- [ ] Vibration
  The worker is subject to vibration. There is exposure to oscillating movements of the extremities or whole body.
- [ ] Hazards
  The worker is subject to hazards. This includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places and exposure to high heat or chemicals.
- [ ] Atmospheric Conditions
  The worker is subject to atmospheric conditions. One or more of the following conditions affect the respiratory systems or the skin: fumes, odors, mists, gases or poor ventilation.
- [ ] Oils
  The worker is subject to oils. There is air and/or skin exposure to oils and other cutting fluids.
- [ ] Respirator
  The worker is required to wear a respirator.
- [ ] None
  The worker is not substantially exposed to adverse environmental conditions (such as in typical office or administrative work).
- [ ] Other

**MACHINES, TOOLS, EQUIPMENT:**

(Machines, tools, equipment, electronic devices, vehicles, etc, used in this position.)

General office equipment, including personal computers, fax machines, copiers, telephones, etc.

*Pasco County School District will provide reasonable accommodations to qualified individuals with disabilities to allow them to perform the essential functions of the job when such individuals request an accommodation.*