

Browning School District #9
2026-2027 Professional Development Plan

Teachers are required to complete seven contractual PIR days (42 hours) of appropriate professional development activities. 18-hours are required for Professional Development.

Minimum Staff Responsibilities

1. Required In-service PIR Days

All members of the staff will attend PIR days on August 17-19, October 15 & 16, November 3 & 5, and April 6 & 8.

2. MFPE Educators Conference

Teachers attending the MFPE Educators Conference or related professional meetings held at that time may earn up to 2 days of PIR credit (12-hours) The scheduled dates are October 15 and 16, 2026.

Teachers opting **not** to attend the MFPE Educators Conference must participate in **2 days (12-hours)** of qualifying professional-development alternative activities. Those activities must be chosen and signed off by the building principal by May 28, 2027 (last day of school).

3. Family-Teacher Conferences

Family-Teacher Conferences will take place in November and April as part of a scheduled PIR days. Any other needed conferences, IEP meetings, attendance reviews, or other meetings, calls, emails or other communication with parents outside of the contractual day is considered to be part of the teaching contract as other duties assigned.

Staff Development Goals

1. Provide quality in-service opportunities to assist teachers in meeting the Montana Content Standards through district curriculum.
2. Provide quality in-service opportunities to support teachers in the implementation of the goals and objectives set forth in the district's strategic plan, building-level action plans, and teacher professional goals.

General Guidelines for Alternative Activities

Some general guidelines that may be used to determine if an activity qualifies are listed below:

1. Qualifying activities may not occur during the teacher contracted school year except on designated Professional Development PIR days.
2. Qualifying activities must occur in at least two-hour blocks.
3. Activities must occur from June 8, 2026- May 28, 2027 (first day of summer break-last day of school).

Procedure

1. Each staff member will be given a copy of the professional development plan accessible through the BPS website, Curriculum Department webpage.
2. Each building principal is responsible for reviewing each certification form to verify that it specifies a minimum of twelve hours of qualifying activities. These forms will be filed by the building principal for future reference. Teachers must submit evidence of their participation in the 12 hours of professional development (certificate of completion, renewal unit form, etc.)

Additional Staff Opportunities

Each staff member will have opportunities to participate in additional staff development opportunities as they become available.

Browning Public Schools 26-27 SY PIR-Professional Development Requirements

Requirements: By state law, full-time teachers need to complete 18 hours of PIR professional development credit, which include 6 hours for District-directed events and 12 hours for the two paid MFPE days. Those not attending MFPE for 12 hours need to make up their hours through other offerings, institutes or special requests.

Under MCA 20.3. 304 and Browning Public Schools will provide the following opportunities for our certified Montana educators to receive up to 18 professional development hours during the 26-27 SY according to MCA 20-1-304:

Montana Code Annotated 2021

TITLE 20. EDUCATION
CHAPTER 1. GENERAL PROVISIONS
Part 3. School Terms and Holidays -- Released Time

Pupil-Instruction-Related Day

20-1-304. Pupil-instruction-related day. A pupil-instruction-related day is a day of teacher activities devoted to improving the quality of instruction. The activities may include but are not limited to inservice training, attending state meetings of teacher organizations, and conducting parent conferences. A maximum of 7 pupil-instruction-related days may be conducted during a school year, with a minimum of 3 of the days for instructional and professional development meetings or other appropriate inservice training, if the days are planned in accordance with the policy adopted by the board of public education. The days may not be included as a part of the required minimum aggregate hours of pupil instruction.

Time Frame: The Professional Development year begins on the first day of summer vacation and runs until the last contracted day of work. Pay will be deducted from the educator's final paycheck, including benefits and retirement, if hours are not completed on time and documented with the educator's respective building principal by the last contracted workday of the school year.

Verification of Completed Hours: Educators must verify professional development participation through submitted MT OPI Renewal Unit verification forms, or certificate of completion for professional learning.

What is a PIR Day? Which of those PIR days are designated for Professional Development?

PIR stands for Pupil Instruction Related. The Administrative Rules of Montana ([20-1-304](#)) specify that a school that is in session for at least 180 pupil-instruction days may count for the year a maximum of seven PIR days with a minimum of three of the days for instructional and professional development meetings or other appropriate in-service training. These seven PIR days, in addition to the 180 pupil-instructed days, may be counted, provided that such additional days do not include any time counted for pupil instruction and are used for one or more of the following purposes:

- (a) Staff orientation held prior to the beginning of pupil instruction for the purpose of organization of the school year (**August Teacher Orientation Days these are 3 PIR days of the 187 day contract, 1-day is designated as a Professional Development day**)
- (b) Staff professional development programs scheduled during the year for the purpose of improving instruction which shall include annual instructional and professional development meetings (**October MFPE Days these are 2 PIR days of the 187 day contract both are designated as Professional Development days**).
- (c) Parent-teacher conferences for the purpose of acquainting parents with the school and the progress of their children (**these are 2 days of the 187 day contract both are designated as PIR days**).
- (d) (3 Professional Development days is 18 hours required)

26-27 SY BPS Professional Development Dates:

August 18, 2026- BPS 26-27 New School Year Teacher Orientation Building-level Program Training (6-hours) Building Level Professional Development in Science of Reading & Writing, DESSA, Aimsweb, Ellevation, MKV-Homelessness, Prevention & Wellness topics, etc. provided in-district at the building-level by consultants, instructional coaches, building principal(s)/directors.

October 16 & 17, 2026- MFPE and/or BPS PD Offerings (TBD) (12-hours)

Annual October MFPE Conference-

BPS will allow educators to attend the Annual MFPE Conference. Professional development offerings are planned by MFPE organization.

BPS In-District Offerings, Browning, MT (topics based on annual BPS SBE PD Survey)

- Varied Technology Topics (AI, Google Educator, Infinite Campus, etc.)
- Social-emotional and behavior
- IEFA/BNAS/Blackfoot Language
- Trauma Informed & Restorative Practices
- Science of Reading & Writing
- Classroom Management
- Special Education Topics

Other Professional Development Offerings May Include But NOT Limited To:

(professional development hours may not be included in the educator's contracted days for Browning Public Schools and must be received at a minimum of 2-hour Educator's must provide documentation of completed professional development hours to the building principal by the last contracted workday)

*Other State Professional Associations (may include, but not limited to; MCASE, MCEL, MSTA, MBEA, MACTE, MAEP, MASP, etc.)

*MT OPI Teacher's Learning Hub document with MT OPI Renewal Units

*Other Professional Development Opportunities meeting documentation requirements (minimum 2-hour block, verification of earned credit, renewal units, or certificate of completion, outside of the district contracted days)

9/21/22 Montana Code Annotated from:

<https://rules.mt.gov/gateway/ruleno.asp?RN=10%2E55%2E714>

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Rule: 10.55.714

Rule Title: PROFESSIONAL DEVELOPMENT

Department: [EDUCATION](#)

Chapter: [STANDARDS OF ACCREDITATION](#)

Subchapter: [School Leadership](#)



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Latest version of the adopted rule presented in Administrative Rules of Montana (ARM):

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10.55.714 PROFESSIONAL DEVELOPMENT

- (1) Professional development:
- (a) shall be aligned with district educational goals and objectives;
 - (b) focuses on teachers as central to student learning and includes all other members of the school community;
 - (c) focuses on individual, collegial, and organizational improvement;
 - (d) respects and nurtures the intellectual and leadership capacity of teachers, principals, and others in the school community;
 - (e) reflects proven research and practice in teaching, learning, and leadership;
 - (f) enables teachers to develop further experience in subject content, teaching strategies, uses of technologies, and other essential elements in teaching to high standards;
 - (g) promotes continuous inquiry and improvement embedded in the daily life of schools;
 - (h) is ongoing and sustained;
 - (i) is planned collaboratively by those who will participate in and facilitate that development;

(j) requires substantial time and other resources;
(k) is driven by a coherent long-term plan; and
(l) is evaluated on the impact of professional development on teacher effectiveness and student learning, and the results of this assessment guides subsequent professional development.

(2) Teachers and specialists shall annually complete professional development pursuant to the requirements of [20-1-304](#) and [20-4-304](#), MCA, including a minimum of three pupil instruction related (PIR) days dedicated exclusively to professional development.

(a) A professional development PIR day shall constitute six hours of contact time.

(b) A school district may divide a professional development PIR day into no fewer than two-hour blocks of contact time.

(c) A professional development block may be held on the same day as a pupil instruction day, but a school district shall not schedule a professional development PIR day to convene simultaneously with a pupil instruction day.

(3) The local board of trustees shall establish an advisory committee to evaluate the school district's current school year professional development plan; and develop and recommend a plan for the subsequent school year.

(a) The advisory committee shall include, but not be limited to, trustees, administrators, and teachers. A majority of the committee shall be teachers.

(b) Each school year the local board of trustees shall adopt a professional development plan for the subsequent school year based on the recommendation of the advisory committee.

(c) The plan recommended by the advisory committee and adopted by the local board of trustees shall outline how, when, and from whom teachers and specialists shall meet their professional development PIR day expectations.

(d) The plan adopted by the local board of trustees must take into consideration the advisory committee's recommendations and include two professional development PIR days in October during which schools must close in order to permit teachers and specialists to attend the annual professional development meetings of state professional associations.

(e) The adopted plan may include alternatives but shall not interfere with or prohibit teacher and specialist attendance at the annual October professional development meetings of state professional associations.

(f) Teachers and specialists who do not attend the annual professional development October meetings of state professional associations or school district plan approved alternative professional development PIR days shall not be paid for the days they are absent.

(g) Teachers, specialists, administrators, and school districts shall not substitute for professional development PIR day purposes professional development opportunities not specifically outlined in the school district's adopted professional development plan.

(h) The local board of trustees shall make their plan available to employees and the public.

History: [20-2-114](#), MCA; [IMP](#), [20-2-121](#), MCA; [NEW](#), 1989 MAR p. 342, Eff. 7/1/89; [AMD](#), 2000 MAR p. 3340, Eff. 12/8/00; [AMD](#), 2012 MAR p. 2042, Eff. 7/1/13.