



Missoula County Public Schools

Annual Professional Development Plan

January- December 2025



Month	Courses/Topics & Dates
January 2025	<ul style="list-style-type: none"> ● 9-12 PIR Day (1/27/25) <ul style="list-style-type: none"> ○ <i>Records Day</i>
February 2025	<ul style="list-style-type: none"> ● P-12 PIR Day (2/10/25) <ul style="list-style-type: none"> ○ <i>MCPS 3rd Annual Community Education Summit</i> ○ <i>Over 100 choice sessions for certified and classified staff in all content areas</i> ● Assessment Committee (2/24/25) <ul style="list-style-type: none"> ○ <i>Review & Update Assessment Calendar and Training Schedule</i> ● MCPS Title One Meeting of Practitioners (2/26/25) <ul style="list-style-type: none"> ○ <i>Comprehensive Needs Assessment (CNA), Budget Planning and Goal Setting for 25/26 school year</i>
March 2025	<ul style="list-style-type: none"> ● P-5 PIR Day (3/13/25) <ul style="list-style-type: none"> ○ <i>Parent Teacher Conferences</i>
April 2025	<ul style="list-style-type: none"> ● 9-12 PIR Day (4/11/25) <ul style="list-style-type: none"> ○ <i>Restorative Practices with Dominique Smith</i>
May 2025	<ul style="list-style-type: none"> ● Flex PIR Offerings available to staff
June 2025	<ul style="list-style-type: none"> ● Summer PIR Offerings available to staff
July 2025	<ul style="list-style-type: none"> ● ELA Review (Time and Dates TBD) ● Math Review (Time and Dates TBD)
August 2025	<ul style="list-style-type: none"> ● New Faculty Orientation <ul style="list-style-type: none"> ○ <i>Tentative Dates; Aug 13-14, 2025</i> ● Back to School MCPS Course Offerings <ul style="list-style-type: none"> ○ <i>Flexible PIR offerings throughout August</i> ● P-12 Contact PIR Days (dates finalized upon approval of MCPS school calendar) <ul style="list-style-type: none"> ○ <i>August 25 Building Day: School Year Planning and PLCs</i> ○ <i>August 26 Classroom Preparation and PLC Time</i>
September 2025	<ul style="list-style-type: none"> ● Fall Flex PIR Offerings available to all MCPS staff
October 2025	<ul style="list-style-type: none"> ● State Conference PIR Options <ul style="list-style-type: none"> ○ <i>Attend state conference of choice for 12 hours- verification required</i> ○ <i>Mix and Match 12 hours of MCPS 2025 course offerings</i>
November 2025	<ul style="list-style-type: none"> ● Annual PD Survey sent to all staff ● P-8 PIR Day <ul style="list-style-type: none"> ○ <i>Parent Teacher Conferences</i>
December 2025	<ul style="list-style-type: none"> ● MCPS Teacher Clarity Certification (TBD)

MCPS Required PIR Days

2024-25 School Year	Elementary: 8/26, 8/27, 10/17, 10/18, 11/15, 2/10, 3/14 High School: 8/26, 8/27, 10/17, 10/18, 1/27, 2/10, 4/11
2025-26 School Year (Proposed)	Elementary: 8/25, 8/26, 10/16, 10/17, 11/14, 2/9, 3/13 High School: 8/25, 8/26, 10/16, 10/17, 1/19, 2/9, 4/10

Definitions

[Montana Professional Development Rules](#)

PIR (Pupil Instruction Related)	<p>Montana Code 20-1-304. 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.</p> <p>If a certified staff member misses a scheduled PIR day, they will need to make up 6 hours of PIR as arranged with their supervisor.</p>
Flexible PIR	To fulfill their yearly MCPS contract, certified staff are required to complete 12 hours/credits of flexible PIR professional learning between June 1st and the fourth Friday of May. These hours may be completed in October by attending the MFPE Educator Conference or by completing courses outside of contract hours. Flexible PIR is DIFFERENT from the district led PIR days that are already part of the contracted days.
Salary Advancement Credit (SAD):	Some professional learning courses will offer SAD credit. SAD credit is similar in rigor to earning college graduate credit and offered specifically through MCPS for potential horizontal movement on the salary schedule. SAD credits are non-transferable to other districts and pay scales.
OPI Renewal Units	<p>OPI renewal units are required for licensure renewal through the Montana Office of Public Instruction. Most licenses require 60 OPI units every five years for license renewal. Semester/quarter college credits can be converted to OPI renewal units (1 semester credit = 15 OPI units or 1 quarter credit = 10 renewal units).</p> <p>MCPS is an approved provider for OPI renewal units and can offer this concurrently with some mandatory PIR days as well as for all Flex PIR opportunities.</p>