

PROFESSIONAL AND STAFF DEVELOPMENT

The Board believes a strong relationship exists between the quality of education provided to students and the competency and training of all personnel employed by the school district. The Board places a high priority on providing all school personnel with opportunities for professional growth and development throughout their careers. The goal of professional and staff development programs and opportunities for licensed professional employees and support staff is to improve the instructional program and create a safe learning environment for all students by improving and expanding the skills of the professional staff and support personnel.

A. PROFESSIONAL AND STAFF DEVELOPMENT

The Superintendent shall provide ongoing development opportunities for licensed and support staff and shall require participation by such personnel as appropriate. The Superintendent shall seek input from employees when developing district-wide programs. The principal shall seek input from school personnel when planning professional and staff development programs for his or her school.

Professional and staff development must be provided, at the district or school level, on the effective delivery of the required curriculum. In addition, as required by policy 3220, Technology in the Educational Program, the Superintendent shall plan and provide a program of technology-related professional development to prepare the instructional staff to integrate technology into the student learning process and to address other relevant issues related to the use of digital tools and resources in the instructional program.

B. SELF-IMPROVEMENT

Licensed employees are expected to engage in self-directed activities to improve their professional skills. These employees are encouraged to seek information and training through professional development programs as well as other opportunities in order to meet this responsibility. All licensed employees are required to meet the mandated state requirements for Continuing Education Credits. As part of that requirement, all licensed employees are required to earn one CEU (10 hours) in each five-year renewal cycle that relates to teaching economically disadvantaged students.

C. PLANS FOR GROWTH AND IMPROVEMENT

Supervisors and principals also may require licensed employees to enter into plans, including mandatory improvement plans established by state law and individual, monitored and/or directed growth plans established by the State Board of Education, for professional growth and improving performance. (See policy 7811, Plans for Growth and Improvement of Licensed Employees.) A performance improvement plan could involve participation in a professional development

program or encompass a variety of strategies that are related to professional growth or improving performance.

D. PAYMENT OF COSTS

The school district will consider paying reasonable costs, within budget limits, for any courses, workshops, seminars, conferences, in-service training sessions or other sessions an employee is required to attend by the local administration. The employee must seek prior approval for such payments from the Human Resources Office. In addition, partial reimbursement of tuition costs for certain approved coursework may be available. For more information on tuition reimbursement guidelines and the approval process, see Procedure 7800-P.

The school district will not bear the responsibility of the cost of training taken solely for the purposes of licensure renewal.

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq., 34 C.F.R. pt. 106; G.S. 115C-333, -333.1; State Board of Education Policy TCP-C-004

Cross References: Technology in the Educational Program (policy 3220), Plans for Growth and Improvement of Licensed Employees (policy 7811)

Adopted: June 15, 1998

Revised: October 4, 1999

February 6, 2012

May 5, 2014