

## **STAFF DEVELOPMENT**

The Board recognizes the importance of developing, improving, and extending staff skills. Certification for a position does not necessarily mean that the individual possesses and will automatically develop optimal levels of job competency. Opportunities must be provided by systematically ensuring that staff personnel will remain abreast of emerging information on educational policies, procedures and interventions for all students, which include those with at-risk behavior, gifted and talented, etc.

Professional growth and updating of professional skills may be gained through:

- Planned in-service programs and workshops offered in the school district;
- Released time for visits to other classrooms and schools and for attendance at conferences, workshops, and other professional meetings; and
- Teacher access to a wide variety of educational publications, reports, and materials that will contribute to professional growth.

Salary credit for additional educational training will be made in accordance with the salary schedule.

The superintendent and principals will have the authority to approve released time for conferences and visitations taking into consideration what is the least disruptive to regular classroom activities, reimbursement for expenses, and if the activities are within the provisions of the leave guidelines and budget allocations for that purpose.

All staff members are expected to attend staff development activities that will enhance their job performance and impact student achievement. In addition to in-district activities, the following guidelines are to be used to allow staff members to participate in staff development activities outside of the district.

Administrators – One national conference each year if funding is available; state workshops or trainings as needed.

Specialists and Teachers – One national conference every other year if funding is available; up to three state workshops or trainings every year.

Support Staff – Up to one state workshop or training every year.

Out-of-state workshops will be counted as in-state if no more than one night of overnight travel is required. If special circumstances exist, additional out-of-district professional development activities may be granted with the approval of the superintendent.

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