

## PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES

Continuing professional growth and increasing effectiveness on the part of the entire staff are essential for the success of educational programs and school operations. The continual professional growth of all staff members on an individual basis and through planned inservice programs will be encouraged. Such opportunities may include, within budgetary limitations, special inservice courses and workshops, summer study grants, school visitations, and attendance at professional conferences and meetings.

The curriculum director will work with other school districts, local colleges and universities, and the Department of Education to provide in-service education for teachers. The Board will encourage the development of inservice education by:

1. Conducting district wide assessment of inservice education needs.
2. Ranking inservice education needs in relation to district goals.
3. Developing criteria for effective inservice education activities.
4. Developing travel and professional leave policies in cooperation with teachers.
5. Developing a calendar that includes days for inservice education
6. Developing cooperative relationships with agencies that provide inservice education
7. Establishing an inservice education committee composed of teachers and administrators.
8. Identifying resources for inservice education.
9. Assessing the effectiveness of inservice education activities in relation to district goals.

The superintendent will have authority to approve released time for conferences and visitations, and reimbursements for expenses, provided such activities are within budget allocations. The Board may authorize without loss of pay, teacher attendance at an annual professional association meeting if the teacher is not away from his regular duties for more than three consecutive days.

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