

PROFESSIONAL DEVELOPMENT
REQUIRED STAFF DEVELOPMENT

DMA
(LOCAL)

PROFESSIONAL DEVELOPMENT	The District requires that all staff participate in continuous growth as an integral part of their job assignment. The District's professional development program supports continuous growth for all employees based upon diagnosed needs and/or professional goals as they relate to Board, campus, and program goals. The purpose of the staff development program is to ensure professional growth for improving job performance and organizational development that ultimately results in student achievement. The District believes that all employees impact student learning.
STAFF DEVELOPMENT ADVISORY COMMITTEE	The District shall maintain a staff development advisory committee to advise the director of staff development in the planning of the staff development calendar and opportunities for growth. Each campus shall designate a staff development contact person who will meet bi-annually to communicate with the staff development director and the advisory committee. The district improvement committee will approve the District staff development plan annually. [See BQA(LOCAL)]
INDUCTION PROGRAM REQUIREMENTS	All newly hired personnel shall be required to attend new employee orientation and/or induction activities designated by the District. All certified, degreed personnel are required to complete professional development each year as indicated by the District and campus staff development plans and as mandated by the state. All employees must demonstrate proficiency in the use of technology as required for their position.
PARAPROFESSIONAL AND AUXILIARY STAFF	Paraprofessional and auxiliary staff members are required to participate in professional development activities as required by the District.
STAFF DEVELOPMENT PRINCIPLES	The following eight principles are the foundation for staff development in the District. The District is committed to providing quality and effective professional development, fueled by knowledge, communication, and dynamic leadership, in a way that:
PRINCIPLE 1	Reflects the District mission statement and Board goals.
PRINCIPLE 2	Aligns individual, campus, and District goals to promote student success.
PRINCIPLE 3	With the assistance of central administration, supports and invests in principals as catalysts for professional development.
PRINCIPLE 4	Recognizes the individual as the primary unit of change and empowers the campus to support and invest in each individual's professional growth.

PROFESSIONAL DEVELOPMENT
REQUIRED STAFF DEVELOPMENT

DMA
(LOCAL)

PRINCIPLE 5	Acknowledges that time is a critical attribute in professional development.
PRINCIPLE 6	Promotes multiple forms of ongoing professional development.
PRINCIPLE 7	Provides for the integration and implementation of research-based practices.
PRINCIPLE 8	Emphasizes that sustained individual growth is a professional responsibility for all District personnel. Professional development shall then drive exemplary student achievement and promote a community of life-long learners.
TITLE 1 STAFF DEVELOPMENT	As required by 20 U.S.C. 6320(a), Title I campuses shall provide high quality professional development designed to improve the teaching of the academic subjects, consistent with the state content standards, to enable all children to meet the state's student performance standards; and shall meet the requirements of federal law. [See EHBD(LEGAL)]
INDIVIDUAL DEVELOPMENT PLAN	An individual development plan shall be mutually designed and approved by each certified, degreed teacher and the teacher's principal and/or supervisor during the summative appraisal conference as required the Professional Development and Appraisal System (PDAS). New employees must design a plan with the principal prior to the end of the second six-week grading period of the school year. The individual development plan shall identify actions for improving the employee's job performance and meeting the employee's professional goals. The supervisor shall retain a copy of the plan as will the employee. Review of the plan shall be a portion of the summative appraisal conference as required by the PDAS. [See DNA]
DOCUMENTATION	Each professional employee shall maintain a portfolio of completed staff development activities. Completion of requirements may be documented by any of the following: <ol style="list-style-type: none">1. A certificate issued by a state-approved, certified provider of professional development;2. Written documentation of proficiency;3. Performance demonstration;4. Dialogue or conversation with the principal and/or central office administrator;5. College transcript; or

PROFESSIONAL DEVELOPMENT
REQUIRED STAFF DEVELOPMENT

DMA
(LOCAL)

6. In the case of new hires, transfer of credentials from former school districts.

REQUIREMENTS FOR
STANDARD
CERTIFICATION

All professional employees shall maintain a portfolio of completed staff development activities. Teachers and librarians certified after September 1, 1999, are required to obtain 150 hours of professional development as a minimum to maintain teaching certification. Administrators certified after September 1, 1999, are required to complete 200 hours every five years.

ANNUAL EVALUATION

Failure to make progress toward staff development expectations may impact future employment decisions for an individual employee.