Mission

The purpose of staff development is to increase staff effectiveness and maximize student learning. Through an individual “Professional Development Plan,” staff may blend district priorities, the prioritized needs of their building and/or department, and their own professional learning needs.

Vision

Staff development is a process that encourages lifelong learning for all employees. It takes place in a culture that supports learning over time. It trusts that each individual desires to be the best that they can be. Staff development is built on what research and best practice suggests works for a wide variety of learning styles, career stages and needs. It allows each employee, through continual reflection and professional growth plans, to meet the needs of the district, their building/department and their own individual professional needs, so they can make a positive difference in the lives of those students they serve.

Definition

Staff development not only includes high quality ongoing training programs, with intensive follow-up and support, but also other growth-promoting processes such as study groups, action research, and peer coaching, to name a few. Learners are encouraged to take responsibility for their own learning, create their own learning opportunities, and wisely use the staff development resources provided by the district.

Leadership of the District’s Staff Development Program

The Staff Development Specialist leads the District-Wide Staff Development Program under the direction of the Executive Director of Instructional Services. The “District-Wide Staff Development Committee” advises and informs the Staff Development Specialist.

Staff Development Expectations for Certified Teaching Staff

All teaching staff must be fully involved in the four Early Release Days, from 12:30-5:00 p.m. If a teacher is absent during an Early Release Day for any reason, they are responsible to obtain the information they may have missed. As the new state law, “PI-34” goes into effect, (full implementation after July 1, 2004) all teaching staff should have a three to five year “Professional Development Plan.” This plan should be the basis for their annual evaluations, and must document learning that occurs during and beyond contract time. (Documenting seven hours of beyond-contract learning per year is required.)

All teaching staff may request one “visitation day” annually for reasons that support their “Professional Development Plans.” Visiting days must be taken between October 1 and May 1; and must be on Tuesdays, Wednesdays, or Thursdays. The district will pay for up to one sub day. All other expenses shall be the responsibility of the visiting teacher, unless required by a district administrator.
Staff Development Expectations for Administrative Staff

The “Professional Growth Advisory Council,” under the direction of the Staff Development Specialist, leads the staff development program for administrators, supervisors, directors and managers. This council plans and provides year-long learning opportunities that all employees served by this council may use to help them accomplish their “Professional Growth Plans.”

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Adopted: January 1969
Revised: September 2000