

**WEST LINN-WILSONVILLE SCHOOL DISTRICT
SCHOOL BOARD POLICY**

Current File Code: GCACA
Date Policy Reviewed & Re-adopted: 5-07-07

STAFF DEVELOPMENT

The Board recognizes the need to establish a continuing professional development program for all licensed staff in order to enhance professional performance, promote achievement of high standards for all students, and assist employees in meeting the licensure requirements of the Teacher Standards and Practices Commission (TSPC).

Employee continuing professional development (CPD) plans shall be consistent with the district's mission and goals, assist educators to meet the requirements for license renewal, and may contain such other provisions as deemed appropriate by the district.

Individual CPD plans shall be developed collaboratively by the employee and his/her supervisor. Activities shall have as their primary purpose increased student learning by enhancing the professional skills of the employee. Such activities may relate to the individual's current or potential future assignment as determined by the district. Appropriate learning activities may include, but are not limited to, college courses, workshops, conferences, curriculum development, research, peer- or student-teacher mentoring, and other approved individual and committee endeavors.

Requests for release time for attendance at professional development activities may be approved as deemed appropriate by the district and with the stipulation that requests are to be submitted sufficiently in advance to permit district consideration. In addition, when release time is granted, a written report will be submitted to the administration after such meeting or conference.

Meetings or conferences for which district funds are contributed—whether for fees, travel, or hiring of substitutes—shall directly relate to the employee's CPD plan.

The Board directs the superintendent to develop administrative regulations, staff CPD handbooks, and/or other related materials as may be necessary to implement this policy. Regulations shall include CPD procedures and practices that incorporate plans for the district's improvement and individual building, grade level, students and employee needs and goals.

END OF POLICY

Legal Reference(s):

ORS 329.095

ORS 329.125

ORS 329.704

ORS 342.135 (2) (a)

ORS 342.138

OAR 581-022-0606

OAR 581-022-1720

OAR 584-090-0001 – 0060

Clackamas Intermediate Education District Association vs. Clackamas Intermediate Education District, Case No. C-141-77, 3 PECBR 1848 (1978).

Eugene Education Association vs. Eugene School District 4J, Case No. C-93-79, 5 PECBR 3004 (1980).

Americans with Disabilities Act of 1990, 42 U.S.C. Section 12101 et seq. 29 CFR Part 1630