

Staff Development - Licensed

The Board recognizes the importance of continued educational experiences and other professional growth activities as a means to improve job performance. Continual work toward professional growth will be expected of all licensed staff members.

The superintendent shall develop a continuing professional development (CPD) plan for the district that is in writing and that has been reviewed and approved by the Board. The administration will implement this plan through district policies and regulations which shall include a Continuing Professional Development Handbook. The plan will meet the purposes and standards as outlined in OAR 584-090-0001 to 584-090-0060.

The applicant for renewal must have verification from the superintendent or his/her designee of meeting the district or building requirement for continuing professional development. The verification of completion of the district CPD plan and successful experience is necessary for license renewal.

Each licensed district employee will participate in one or more of the following activities:

1. Gaining more background in a specific endorsement area;
2. Analysis of data and best practices to increase student learning;
3. Participation in workshops or classes to increase skills in teaching strategies and methods;
4. Participation in curriculum development activities;
5. Participation in workshops or classes to increase understanding of diverse learning abilities, learning styles, ethnic diversity, economic diversity and strategies to deal effectively with diverse groups of students;
6. Increasing knowledge and understanding of state and national goals and priorities for curriculum, development of curriculum and standards of achievement;
7. Gaining skill and expertise in the use of technology within the curriculum, the operation of new technologies in the classroom and multimedia in the context of enhancing student learning;
8. Writing articles and reports that contribute to the effective practice of the profession;
9. Engaging in action research that culminates in increased knowledge and understanding of the educational process;

10. Mentoring a student teacher or a peer within a systematic program;
11. Participation on a building site council;
12. Participation on a textbook adoption review committee which also develops curriculum and plans, develops and implements staff development;
13. Participation in other activities approved by the building principal or supervisor.

Requests for release time for attendance at meetings or conferences will be decided on their merits and with the stipulations that:

1. Requests are to be submitted sufficiently in advance to permit supervisory consideration; and
2. Where release time is granted, a written report will be submitted after such meeting or conference.

Meetings or conferences for which district funds are contributed, whether for fees, travel, meals, lodging or hiring of substitutes, should relate primarily to the advancement of education, district, building or national goals and the employee's CPD plan. Where such meetings or conferences are devoted mostly or exclusively to organizational or business affairs of associations of teachers, political workshops, training sessions for consultation committees and like activities, it is not considered appropriate for the Board to expend district funds.

Continuing professional development units (PDU's) hours shall not be commingled with nor confused with step increases or placement on any salary schedule. PDU hours are not to be used for lateral movement on the salary schedule. PDU hours are for the purposes of relicensure only.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)

[ORS 329.125](#)

[ORS 329.704](#)

[ORS 342.135 \(2\)\(a\)](#)

[ORS 342.138 \(3\)](#)

[OAR 581-022-0606](#)

[OAR 581-022-1720](#)

[OAR 584-090-0001 to -0060](#)

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

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

mericans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).