

Staff Development

The Board recognize the importance of continued educational experiences and other professional growth activities as a means to improve job performance. In order to strengthen and refine professional skills of district personnel, the superintendent or his/her designee will develop a staff development program for all employees.

Continual work toward professional growth will be expected of all licensed staff members.

Professional growth experiences may include, but are not limited to, college courses, workshops, curriculum planning, individual research, travel, supervision of teacher trainees and other activities approved by the supervisor.

When contracting with third parties to provide training for employees, the Board recognizes it is not relieved of the responsibility to ensure that appropriate reasonable accommodations for individuals with disabilities have been made. The Board will provide reasonable accommodations to ensure such training, whether provided by the district or through district contracts with third parties, is made available for disabled employees.

Requests for release time for attendance at meetings or conferences will be decided on their merits and with the stipulation that: (1) requests are to be submitted sufficiently in advance to permit district 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 or hiring of substitutes—should relate primarily to the advancement of staff members education for the enhancement of students. Meetings or conferences, devoted mostly or exclusively to organizational or business affairs of associations of teachers, political workshops, training sessions for consultation committees and like activities, are not considered appropriate.

Continuing professional development (CPD) plan requirements, as set forth in Oregon Administrative Rule (OAR) Chapter 584, Division 090 by the Teacher Standards and Practices Commission (TSPC) for license renewal, are the sole responsibility of the employee.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)
[ORS 329.125](#)
[ORS 329.704](#)

[OAR 581-022-0606](#)
[OAR 581-022-1720](#)
[OAR 584-018-0105](#)

[OAR 584-018-0205](#)
[OAR 584-090-0100 to-0120](#)

Clackamas IED Assn. v. Clackamas IED, No. C-141-77, 3 PUB. EMPL. COLL. BARG. REP. 1848 (ERB 1978).
Eugene Educ. Ass'n v. Eugene Sch. Dist. 4J, No. C-93-79, 5 PUB. EMPL. COLL. BARG. REP. 3004 (ERB 1980).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).
Americans with Disabilities Act Amendments Act of 2008.