

### **Staff Development and Professional Growth**

Recognizing that student learning and employee performance is enhanced when staff members become a community of learners, the district will provide on a continuing basis, a comprehensive staff development program. The primary goal of the staff development program is improved student learning by improving professional skills of educators. A meaningful and effective staff development program, therefore, should then both raise and reflect the aspirations of staff, support district priorities and goals and provide a collaborative learning environment which leads to the professional growth of all employees. The district staff development program assists employees:

1. To extend vision of how he/she can better meet the needs of a diverse student population;
2. To improve initiative and capability to assist with changes expected in school services by his/her school, the district, state and federal government;
3. To motivate to contribute fully to achieving or exceeding job performance expectations;
4. To encourage a rich sharing of ideas and collaboration leading to the use of more effective practices and improved student performance;
5. To promote a safer and more productive learning environment for students, staff and community;
6. To support continuing professional development (CPD) requirements as defined by Teacher Standards and Practices Commission (TSPC) for license renewal.

All staff in the district are expected to continually engage in staff development through professional study, reading and discussions independent of the district's staff development program. The district's staff development program supplements these activities by encouraging participation in workshops, collegiate coursework, conferences, collegial sharing, visitations and participation on school leadership teams and/or improvement committees providing opportunities for staff to meet CPD requirements. Staff who participate in professional growth opportunities are encouraged to share and reflect on their learning with their colleagues.

CPD plan requirements, as set forth in OAR Chapter 584, Division 090 by the TSPC for license renewal, are the sole responsibility of the employee. The selection of the employee's CPD advisor shall be subject to approval by the individual's supervisor.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)

[ORS 329.125](#)

[ORS 329.704](#)

[OAR 581-022-0606](#)

[OAR 581-022-1720](#)

Clackamas Intermediate Education District 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).

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