

Hermiston School District 8R

Code: **GCLA-AR**
Adopted: 8/3/99
Readopted: 7/6/04, 5/3/05
Orig. Code(s): GCLA-AR

Continuing Professional Development for Licensed Staff Procedures

Based on Teacher Standards and Practices Commission (TSPC) licensing requirements, all licensed staff, excluding substitutes, will follow the procedures provided below for meeting continuing professional development (CPD) requirements.

Board policy GCLA (Continuing Professional Development for Licensed Staff), this regulation and related materials are recognized as the district's Continuing Professional Development Program.

1. The district and each school site shall systematically identify instructional needs of students and relate those needs to the practices and CPD activities of the license staff.
2. Licensed staff expected to meet TSPC licensure requirements beginning January 15, 2002 shall participate in the district's CPD program. Licensed employees shall maintain an active individual CPD plan. Modifications to the employee's plan may be made at any time, after consultation with his/her supervisor, as provided by OAR 584-090-0010 through -0040.
 - a. Each plan shall be designed to assist the employee to:
 - (1) Achieve district, state and national standards;
 - (2) Keep current with the development and use of best practices; and
 - (3) Develop ways to enhance learning for a diverse student body.
 - b. Each plan shall identify CPD activities and experiences that address one or more of the following professional growth domains:
 - (1) Content of the subject matter or specialty area directly related to the educator's current assignment(s) or to responsibilities he/she reasonably expects to be assigned, or is assigned by the district;
 - (2) Strategies for assessment of student performance in achieving school and district objectives and state content standards and interpretation and application of the results;
 - (3) Methods for effective teaching, classroom management, counseling, supervision, leadership and curriculum development;
 - (4) Understanding of diversity in abilities, social and/or cultural background and use of such knowledge to promote achievement of high standards for all students;
 - (5) Knowledge of state and national education priorities and the application of that knowledge to one's school and district programs;
 - (6) Competence in the uses of technology in schools and the application of that knowledge to one's assignment.

- c. Each plan shall also include the following:
- (1) Identified goals/objectives to be achieved through the CPD plan;
 - (2) Proposed activities and experiences to meet the goals;
 - (3) List of completed activities, related domain and number of professional development units of credit earned;
 - (4) Educator's reflection on the completed plan and its relationship to student learning and modifications of the educator's performance;
 - (5) Resources that will be used to complete the plan;
 - (6) Signature of supervisor indicating review (and approval) of the proposed plan and verification of plan completion;
 - (7) Plan completed, reviewed and submitted to the supervisor during goal conferences or upon completion of prior plan.
3. The district will attempt to offer as many professional growth activities as recognized needs warrant and resources permit. To this end, all units of credit may be earned through district and building activities. The district recognizes credit may be earned outside the district and at no cost to the district.
4. Supervisors, with prior notice, may allow an advisor to verify part of the educator's plan as provided by OAR 584-005-0005 (29).
5. The responsibility for completing a plan and meeting licensure renewal requirements rests with the educator. The educator shall provide documentation that the plan has been completed.