

La Grande School District 1

Code: **GCL**
Adopted: 3/10/04
Readopted: 6/13/07; 4/30/08
Orig. Code(s): GCL

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 Unit (PDU) 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 administrative rules and regulations, which shall include a Continuing Development Unit Handbook. The plan will meet the following standards as outlined in OAR 584-090-0010.

The purposes of renewal of licenses for professional educators in the district shall include activities and experiences that are based on at least one of the following domains of professional growth:

1. Content of the subject matter or specialty area directly related to the educator's current assignment(s) or to responsibilities the educator reasonably expects to be assigned.
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.

For renewal, the applicant must have verification from the superintendent or designee of meeting the district or building requirement for continuing professional development. The verification of completion of the district Continuing Professional Development Plan and successful experience is necessary for license renewal.

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

1. The educator may participate in workshops or classes to increase skills in teaching strategies and methods.

2. The educator may participate in curriculum development activities.
3. The educator may participate 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.
4. The educator may gain skill and expertise in the use of technology within the curriculum, the operation of new technologies in the classroom and multi-media in the context of enhancing student learning.
5. The educator may engage in action research that culminates in increased knowledge and understanding of the educational process.
6. Other activities approved by the 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 report supervisory consideration; and
2. Where release time is granted, a 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 or building goals, and the educator's Continuing Professional Development 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 for the purposes of re-licensure 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 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).