

**Lake Oswego  
School District 7J**

Code: **GCL/GDL**  
Adopted: 11/15/99; 1/08/90  
Readopted: 6/08/09; 1/13/15; 4/17/17  
Orig. Code(s): 4410; 4420

**Staff Development**

The Board recognizes its responsibility to provide staff development and professional growth opportunities for its employees. The opportunities shall contribute to the central mission of the district and to the specific roles of its employees and shall be supported through a variety of options within the financial capabilities of the district.

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. Staff will be encouraged to participate in the development and implementation of the district's staff development program including provisions for the professional growth of staff.

Each individual licensed employee is solely responsible for ensuring accurate completion of the professional development required for licensure. Once a licensed employee completes licensure requirements, the employee must submit evidence to the Executive Director of Human Resources, who will verify that the licensed employee has successfully completed the professional development requirements to the superintendent or designee, on the Teacher Standards and Practices Commission (TSPC) Professional Educational Experience Report (PEER) form.

Professional growth activities may include, but are not limited to, university or college courses, conferences, workshops, district/school in-service, curriculum committees, research, supervision of student teachers, peer mentoring and other activities approved by the supervisor.

Staff development programs, whether provided directly by the district or through district contracts with third parties, will provide appropriate, reasonable accommodations to ensure such programs are available to employees with disabilities.

END OF POLICY

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**Legal Reference(s):**

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

[OAR 581-022-0606](#)  
[OAR 581-022-1720](#)

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).