

Multnomah Education Service District

Code: **GCL**
Adopted: 11/18/80
Revised/Readopted: 10/16/90; 9/20/94; 8/14/13;
4/30/14; 4/17/18
Orig. Code(s): 3800; 3814; GCL/GDL

Staff Development – Professional 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.

Professional development activities may include, but are not limited to, college courses, workshops, curriculum planning, research, travel, supervision of teacher trainees and other activities approved by the supervisor. Professional development offerings from the ESD may be planned to help licensed employees meet the requirements of their licenses. The MESD will provide appropriate, reasonable accommodations to ensure such training, whether provided by the ESD or through ESD contracts with third parties, is made available for qualified employees with disabilities.

Requests for release time for attendance at meetings or conferences may be approved by the superintendent or designee as deemed appropriate by the MESD and with the stipulation that:

1. Requests are to be submitted sufficiently in advance to permit superintendent or designee consideration; and
2. Where release time is granted, a written report will be submitted to the administration after such meeting or conference. Where such meetings or conferences are devoted primarily 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 ESD funds.

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 employee's supervisor, superintendent or designee, who will verify that the licensed employee has successfully completed the professional development requirements on the Teacher Standards and Practices Commission (TSPC) Professional Educational Experience Report (PEER) form.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)
[ORS 329.125](#)
[ORS 329.704](#)
[ORS 334.125](#)

[ORS 342.138\(3\)](#)
[ORS 342.856](#)

[OAR 581-024-0245](#)

[OAR 584-018-0205](#)

[OAR 584-255-0010 to -0030](#)

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. District 4J, Case No. C-93-79, 5 PUB. EMPL. COLL. BARG. REP. 3004 (1980).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2017).
Americans with Disabilities Act Amendments Act of 2008.

MESD Policy Cross Reference(s):

GAB - Position Descriptions
GB - Personnel Policies
GBAA - Fair Labor Standards Act
GCA - License Requirements
IFA - Instructional Research