

## **Staff Development - Licensed**

The Board recognizes the need to establish a continuing professional development (CPD) program for all licensed staff in order to enhance professional performance, promote achievement of high standards for all students and assist employees in meeting the licensure requirements of the Teacher Standards and Practices Commission (TSPC). To this end, a qualified district CPD program shall be developed in writing, reviewed and approved by the Board. The superintendent shall ensure the qualified district CPD program submitted for Board approval shall meet the purposes and standards set forth in OAR 584-090-0001 and -0020

All district teachers and administrators shall be required to participate in the district's CPD program as a condition of employment. The Board recognizes that for purposes of licensure, the educator, in addition to meeting district CPD program requirements, may also complete an individual CPD plan that meets the requirements of OAR 584-090-0020. Selection of an individual CPD plan will not, however, relieve the individual of responsibility to complete district CPD program requirements.

CPD plans for individuals completing district CPD program requirements shall be approved by the employee's supervisor. Successful completion of district CPD requirements will be verified by the employee's supervisor or CPD advisor. After exhausting available in-district appeal procedures, employees may appeal to TSPC if successful completion of their CPD plan is not verified by their supervisor or CPD advisor, or if there are exceptional circumstances which justify extension of the time for completion of the CPD plan

District CPD program activities shall have as their primary purpose increased student learning by enhancing the professional skills of the employee. Appropriate learning activities may include, but are not limited to, college courses, workshops, conferences, curriculum development, research, peer or student-teacher mentoring and other approved individual and committee endeavors.

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 permit supervisory consideration
2. Where release time is granted, a written 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, building, or national goals, and the educators 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 or to approve the activity for CPD credit, except as provided for in the negotiated agreement.

The superintendent or designee will develop administrative regulations, staff continuing professional development (CPD) handbooks, and/or other related materials as may be necessary to implement this policy. Regulations shall include CPD procedures and practices that incorporate plans for the district's improvement and individual building, grade level, student and employee needs and goals.

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).