

**Neah-Kah-Nie  
School District 56**

Code: **GCL**  
Adopted: 11/12/01  
Readopted: 2/11/08  
Orig. Code(s): GCL

**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 superintendent or designee. After exhausting available in-district appeals procedures, employees may appeal to TSPC if successful completion of the individual's CPD plan is not verified by the superintendent or designee 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 professional development activities may be approved as deemed appropriate by the district.

Meetings or conferences that are devoted primarily or exclusively to organization or business affairs of associations of educators, political workshops and like activities are not considered appropriate for CPD credit.

The superintendent or designee will develop administrative regulations and/or other related materials as may be necessary to implement the district's qualified CPD program. Regulations shall include CPD procedures, forms 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](#)

[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).