

**North Wasco County  
School District 21**

Code: **GCL/GDL**  
Adopted: 12/17/98  
Revised/Readopted: 3/31/04; 9/27/07; 12/10/09;  
6/11/13; 4/13/17  
Orig. Code(s): GCL

## **Staff Development**

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.

All district teachers and administrators shall be required to participate in the district's Continuing Professional Development (CPD) program as a condition of employment. The Board recognizes that for purposes of licensure, the educator, in addition to meeting the district CPD program requirements may also complete an individual CPD plan. Selection of an individual CPD plan will not, however, relieve the individual of responsibility to complete district CPD program requirements. Continuing Professional Development (CPD) plan requirements, as set forth in OAR Chapter 584, Division 090 by the Teacher Standards and Practices Commission (TSPC) for license renewal, are the sole responsibility of the employee.

CPD plans for individuals completing the 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.

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 and with the stipulation that:

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

Meetings or conferences for which district funds are contributed — whether for fees, travel or hiring of substitutes — shall directly relate to the employee's CPD requirements. Where such meetings or conferences are devoted primarily or exclusively to organizational or business affairs of associations of educators, political workshops, training sessions for consultation committees and like activities, it is not considered appropriate for the district to expend district funds or to approve the activity for Professional Development Unit credit.

The superintendent or designee will develop administrative regulations, this policy, related district-issued handbooks and materials are recognized as the district's qualified, Continuing Professional Development program. 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

---

**Legal Reference(s):**

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

[OAR 581-022-0606](#)  
[OAR 581-022-1720](#)  
[OAR 584-018-0105](#)

[OAR 584-018-0205](#)  
[OAR 584-090-0100 to-0120](#)

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).  
Americans with Disabilities Act Amendments Act of 2008.