

**Prairie City
School District 4**

Code: **GCL/GDL**
Adopted: 11/9/92
Readopted: 06/14/06
Orig. Code(s): 2720, 3320, 3500

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 certified staff members.

Professional growth experiences may include, but are not limited to, college courses, workshops, curriculum planning, individual research, travel, supervision of teacher trainees and other activities approved by the supervisor.

The district shall provide opportunities for staff development and improvement and personnel shall participate in programs designed to achieve these purposes. In addition to group development activities, teaching employees may take as many as three professional leave days each school year.

Requests for release time for attendance at meetings or conferences will be decided on their merits and with the stipulation that:

1. Requests are to be submitted sufficiently in advance to permit Board consideration; and
2. Where release time is granted, a written report will be submitted after such meeting or conference. It is the Board's consensus that meetings or conferences for which district funds are contributed whether for fees, travel or hiring of substitutes should relate primarily to the advancement of education. Where such meetings or conferences are devoted mostly or exclusively to organizational or business affairs of associations, political workshops, training sessions for consultation committees and like activities, it is not considered appropriate for the Board to expend district funds.

All teachers shall attend an in-service each school year, prior to the start of regular classroom instruction of students. New teachers shall be asked to attend an additional day of in-service.

An annual appraisal of programs meeting acceptable goals will be carried out with each employee.

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 disabled employees.

END OF POLICY

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 Intermediate Education District Education Association v. Clackamas Intermediate Education District, Case No. C-141-77, 3 PECBR 1848 (1978).

Eugene Education Association v. Eugene School District 4J, Case No. C-93-79, 5 PECBR 3004 (1980).

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).