

Personnel Practices

1. Licensed Staff

- a. The purpose of professional growth and development is to improve instruction. Teachers are professional workers, vitally interested in their own professional improvement. They are aware of the areas of preparation and service in which they have strength and the areas in which they need to gain greater knowledge and skill. They should actively engage in the programs of professional improvement that will be most beneficial to them. Particular attention shall be directed to the changing educational programs of the district, to the adoption of new textbooks and courses of study and to teacher's needs for improvement.

The programs may include college courses and workshops, special workshops and seminars, planned work sessions and others which would improve instructional skills. The district shall provide programs for in-service training of the teaching staff. Staff members may be required to attend faculty and other professional meetings called by district superintendent.

- b. Personnel who engage in professional programs at the request of the district may be reimbursed or costs may otherwise be paid as approved by the Board. Failure to comply with district professional growth requirements shall be grounds for discipline which may include dismissal.

2. Classified Staff

Classified staff members shall be assisted in identifying the areas of their assignment in which they need to make improvement and in developing an appropriate improvement program. Training may be provided when changes are made in materials, techniques and assignment which affect the employee's performance. The district may plan and conduct in-service programs for classified personnel, at which attendance may be required.

Personnel who engage in training programs at the request of the district may be reimbursed, or costs otherwise be paid, as approved by the administration and the Board.