



Code: **GCL**
Adopted: 7/09/08
Revised/Readopted: 12/18/13; 3/21/18

Staff Development - Licensed

As part of the district continuous improvement plan, the district is required to establish a short- and long-term professional development plan for all licensed staff in order to enhance professional performance and promote achievement of high standards for all students. These plans shall be developed in writing by district administration.

All licensed educators and administrators shall be required to participate in the district's professional development plan as a condition of employment.

Each individual licensed employee is solely responsible to ensure accurate completion of the professional development required for licensure. Once a licensed employee completes licensure requirements, the employee's supervisor will verify that the licensed employees have successfully completed the professional development requirements to the superintendent or designee on the Teacher Standards and Practices Commission (TSPC) Professional Educational Experience Report (PEER) form prior to renewal of licensure.

The district's professional development plan 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. District professional development offerings may be planned to help licensed employees meet the requirements of their licenses.

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 administrator consideration; and
2. Where release time is granted, an email report will be submitted to the administrator after such meeting or conference.

Meetings or conferences for which district funds may be contributed – whether for fees, travel or hiring of substitutes – shall directly relate to improved student learning. 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 Board to expend district funds or to approve the activity.

The superintendent or designee will develop administrative regulations, staff professional growth and evaluation handbooks and/or other related materials as may be necessary to implement the district's professional development plans. Administrative regulations shall include professional development 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 342.138](#)

[OAR 584-018-0205](#)

[ORS 329.125](#)

[OAR 581-022-0606](#)

[OAR 584-255-0010 to -0030](#)

[ORS 329.704](#)

[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).
Americans with Disabilities Act Amendments Act of 2008.