

Sisters School District 6

Code: **GCL**
Adopted: 12/13/99
Revised: 06/04/2013
Orig. Code(s): GCL

Staff Development

In order to strengthen and refine professional skills of district personnel, the superintendent or his/her designee will develop a staff development program for all employees.

In addition, the Board recognizes the need to establish a continuing professional development 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.

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. Selection of an individual CPD plan will not, however, relieve the individual of responsibility to complete district CPD program requirements. Employee Continuing Professional Development (CPD) Plans shall be consistent with the district's mission and goals, assist educators to meet the requirements for license renewal as identified in OAR Chapter 584, Division 090, and may contain such other provisions as deemed appropriate by the district. Completion of continuing professional development (CPD) 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 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 or CPD advisor.

Individual CPD Plans shall be developed collaboratively by the employee and his/her supervisor. Activities shall have as their primary purpose increased student learning by enhancing the professional skill of the employee. Such activities may relate to the individual's current or potential future assignment as determined by the district. 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. Staff development activities sponsored or conducted by the district will be eligible for CPD credit.

Request for release time for attendance at professional development activities may be approved as deemed appropriate by the district.

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 plan requirements. 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 Professional Development Unit credit.

The Board directs the superintendent to develop administrative regulations and/or other related materials as may be necessary to implement this policy. Administrative 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

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 584-090-0100-0120

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).