

PROFESSIONAL DEVELOPMENT POLICY

All staff members will be encouraged in and provided with suitable opportunities for the development of increased competencies beyond those that they may attain through the performance of their assigned duties and assistance from supervisors.

Opportunities for professional growth may be provided through such means as follows:

1. Planned in-service program, workshops and courses offered within the school system, these may include participation by outside consultants or be facilitated by staff members.
2. Membership on curriculum development committees drawing personnel from within and without the school system.
3. Mentoring and peer assistance and review activities.
4. Released time for studying best practices and benchmarking (including but not limited to visits to other classrooms and schools) and for attendance at conferences, workshops and other professional meetings.
5. Leaves of absence for graduate study research and travel.
6. Conducting action research either as an individual or as part of a study group.
7. Partial payment of tuition for approved courses.

The Superintendent will have authority to approve or deny release time for conferences and visitations, and reimbursements for expenses, provided such activities are within budget allocations for the purpose.