

## **PERSONNEL**

### **Employee Professional Development & Growth in Job Skills**

The School Board encourages employees to participate in activities that will expand the employee's knowledge and will increase professional competency as well as continuing growth in skills, techniques, and human relations. To the extent that the budget allows, the School Board shall provide opportunities for employees to participate in activities outside the School Division and shall offer in-service training programs within the School Division.

The Superintendent or designee may approve programs and activities, to the extent that the School Board has budgeted funds.

#### **A. Teacher Orientation**

1. Each school's administration shall develop a program for the orientation of new teachers. In planning the program provisions will be made for current staff involvement.
2. The Department of Planning, Innovation, and Accountability shall develop division-wide programs for the orientation of new teachers.

#### **B. Release Time**

1. Administrators shall adjust employee schedules to permit attendance at professional workshops and on-the-job- training programs when such attendance does not disrupt the educational needs of the school or department. Administrators have discretion to determine adjustments and approval of attendance at such events.
2. Professional development activities may occur year round and may be required to be completed outside of contract dates and/or hours. Attendance at professional development may be excused as determined by the supervising administrator. Professional development activities shall be reasonable in number and duration, with sufficient notice provided.

#### **C. Tuition Reimbursement**

Eligible employees may qualify for employee professional development reimbursement for college course tuition and/or vocational/technical or professional development course tuition/registration in an amount approved by the School as part of the annual budget. The Chief Human Resources Officer may approve additional reimbursement for coursework in high need and/or critical shortage areas. The amount to be reimbursed must be within the funds appropriated annually by the School Board and within the budget.

#### **D. Trainings**

1. As required by law, the School Board Every teacher will be required to complete a mental health awareness training. The School Board authorizes authorizes the Superintendent or designees to establish such training for teachers and other employees, including mental health awareness training and other required trainings-

*Editor's Note*

*See Regulation 4-39.1: Employee Professional Development Reimbursement  
See Policy 4-65 Meetings and Conferences*

**Related Links**

School Board [Regulation 4-39.1](#)

School Board [Policy 4-65](#)

**Legal Authority**

Code of Virginia § 22.1-298.6, as amended. Mental Health Awareness Training.

Adopted by School Board: July 13, 1993 (Effective August 14, 1993)

Amended by School Board: August 6, 2002

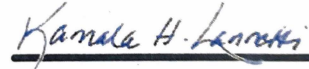
Amended by School Board: October 2, 2012

Amended by School Board: October 10, 2017

Amended by School Board: August 27, 2018

Amended by School Board: 2020

APPROVED AS TO  
LEGAL SUFFICIENCY

  
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