

Procedure - Staff Development

Professional Growth Plan

The minimum elements of the district's professional growth plan will be:

- A. A Professional Growth Program will consist of the supervising administrator and the teacher with optional participation from additional administration or staff.
- B. Certificated staff will use one or more of the following sources of information in developing their individual professional growth plans: peer review and evaluation, input by parents, input by students, personal and/or professional goals, school district goals, building goals, self-assessment, personal academic records, and school district evaluations; and
- C. Materials, records or portfolios expressly developed as a result of an individual's participation in the professional growth program will be the property of the participant and will not be retained in the employee's personnel file or used by the district in its formal evaluation process.

In-Service Training Program

If the District participates in the state In-service Training Program the district will:

- A. Follow State and OSPI guidance;
- B. Create an advisory in-service training task force;
- C. Not supplant current district funding of existing in-service training and staff development programs with state In-service Training Program funds.

School District Staff Social-Emotional Learning Training and Cultural Competency, Diversity, Equity, and Inclusion Training

Every other school year thereafter, the district must use one of the professional learning days funded under RCW 28A.150.415

Adoption Date: May 2, 2022
North Kitsap School District