

Professional Staff Development

The Board of Education recognizes the importance of developing, improving and extending staff skills. Certification for a position does not mean necessarily that the individual possesses and will develop automatically optimal level job competencies. Situations must be arranged to assist staff personnel in the pragmatic interpretation of theoretical knowledge from related disciplines to the immediate experience. Further, opportunities must be provided systematically to ensure that staff personnel remain abreast of emerging information and technical knowledge. The Board further believes that student achievement must drive all professional staff development efforts and that professional development is an indispensable part of overall school improvement. To support these beliefs, the Board is committed to allocating adequate resources, including people, time and facilities, to professional development that is effective.

The superintendent shall develop a professional development program that:

- ◆ is rigorous, results-based, data-driven and tied to student achievement.
- ◆ is ongoing and an integral part of each professional staff member's workday.
- ◆ uses a variety of approaches and professional development models.
- ◆ is collaborative, school-centered and involves teachers and administrators in its design.
- ◆ focuses on teachers as central to student learning, yet includes all other members of the school community.
- ◆ focuses on student learning.
- ◆ is rich in academic content, learning processes, current research, materials and technologies.
- ◆ uses the systematic study of student work to improve teaching and learning.
- ◆ occurs in environments of safety, trust and shared problem solving.
- ◆ promotes equity.

The Board shall provide professional growth through such means as the following:

1. Planned inservice programs and workshops offered within the school system from time to time. The dates of all inservice programs shall be included in the district or individual school calendar.
2. Released time for visits to other classrooms and schools and for attendance at conferences, workshops and other professional meetings.
3. Instructional leaves of absence for professional growth.

4. Salary credit for additional educational training in accordance with the salary schedule.

The professional development program shall be designed to support achievement of the district's educational objectives, including that all students meet or exceed state and district content standards.

The superintendent shall evaluate the effectiveness of the professional development program on an on-going basis and modify the program accordingly.

Participation in the professional development program is required of teachers and administrators.

The superintendent shall have authority to approve release time for conferences and visitations, provided a substitute is available, and reimbursements for expenses, provided such activities are within budget allocations for such purpose.

Adopted: September 12, 1989
Revised: August 1994
Revised: June 13, 1995
Revised: December 12, 2006
Revised: February 26, 2019

LEGAL REFS.: C.R.S. 22-7-407 (2)(e) (*district required to develop plan to provide professional educator development in standards-based education*)
C.R.S. 22-32-109(1)(jj) (*board must identify areas where principals need professional development*)
C.R.S. 22-32-109 (1)(n),(z) (*board required to determine number of hours/days of school; board required to provide in-service program related to abuse and neglect under Child Protection Act*)
C.R.S. 22-32-110 (1)(k) (*board has power to adopt policies related to inservice training and professional growth of employees*)
C.R.S. 22-60.5-110 (3)(b) (*licensed staff required to complete on-going professional development which may include programs concerning juvenile mental health issues and awareness and prevention of suicide*)
1 CCR 301-1, Rule 2202-R-2.05 (2)

CROSS REFS.: ADA, School District Goals and Objectives
AE, Accountability/Commitment to Accomplishment
AEA, Standards Based Education
DKC, Expense Authorization/Reimbursement
IA, Instructional Goals and Learning Objectives

IC/ICA, School Year/School Calendar

Garfield School District No. Re-2, Rifle, Colorado