

Title: Licensed Employee Professional Development

The Board encourages licensed employees to continue professional growth by being involved in professional organizations, attending conferences, continuing advanced education and participating in other professional activities. Professional development activities will include activities that promote and/or teach about compliance with applicable Iowa laws.

For all professional development programs the District requires employees to take, the District will provide to the employee notice indicating the section of the law, or rules adopted by the state board of education or board of educational examiners that the District determines requires the employee to participate in the professional development program.

The District shall maintain and support a professional development program for employees. Teachers will participate in ongoing professional development as part of the Teacher Quality Act.

The District will provide ongoing professional development training for classified staff members. The District will also support ongoing professional growth for classified staff by encouraging participation in training or certification in the employee's assigned area.

Professional development for employees shall support the mission statement and objectives of the District and shall enhance the growth of all staff. Individual building plans for professional development will align with District goals and will be included as part of the school's improvement plan. These plans are evaluated annually. Teachers will also have individual professional development plans as outlined in the Professional Growth System that align with District goals and objectives as required by law. Requests for attendance or participation in a development program, other than those development programs sponsored by the District, shall be made to the employee's supervisor. The Superintendent or designee shall have discretion whether to allow attendance, giving consideration to the value of the program to the employee and to the District, the effect of the employee's absence on the educational program, the effect on the budget and other relevant factors.

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Whether District sponsored or individually requested, the same standards for approval of participation will be applied.

Cross References:

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Legal References:

Iowa Code Chapter 279.74 (HF802), 279.8,  
284, 284A281 Iowa Admin. Code 12.7, 83

Approved: Jul. 18, 1989

Reviewed: Jul. 21, 1998

Revised: March 28, 2006  
May 24, 2011  
April 28, 2015  
June 23, 2020  
December 13, 2022  
September 26, 2023