

Descriptor Term: PROFESSIONAL DEVELOPMENT PROGRAM - DISTRICT

Descriptor Code: GAD

Rescinds: GAD

Board Approved: 6/26/2006

Previously Approved: 11/02/1998

It will be a policy of the Board of Trustees to implement and fund a comprehensive professional development program which complements and supports the District's education program and the District mission.

1. In accord with the District Strategic Plan, the Superintendent will cause to be formed and empowered a representative District Professional Development Team to assist local schools to plan and report site-based professional development for the purpose of continuous improvement of student learning and performance.
2. School employees, both certified and classified, will participate in professional development activities annually as a condition of employment.
3. A representative group of teachers, administrators, classified staff, board member(s) and lay public member(s) will be charged with reviewing site-based plans, assisting with development of or reviewing district-wide plans, developing needs assessment instruments for various situations, collecting and analyzing data to assist in determining professional development needs, evaluating professional development outcomes, and making data-based recommendations for improvements in subsequent professional development events.

The Superintendent will assure that a professional development program is designed to provide time and structure for demonstration, practice, reflection, and sharing. Planned activities will include a variety of learning opportunities to enhance individual growth and organizational improvement.

The Board assures that the professional development program is supported by time, resources, and personnel and the program is evaluated annually for improvements in practice and performance.

INDIVIDUALIZED PROFESSIONAL DEVELOPMENT:

The Board and Superintendent recognize that at times the best interests of the District, its employees, and students may be served by having the District make

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individualized professional development opportunities available to currently employed staff. Examples of such situations include, but are not limited to, situations in which existing employees are required, because of change in certification requirements, to complete specific course work in order to retain the position in which they are employed, situations in which the Superintendent requests that an employee shift to a new job position for which additional certification is required, situations in which an existing employee requires professional assistance in dealing with a personal problem which interferes with the ability of the employee to successfully perform his/her job duties, and other similar situations. In such situations the Superintendent may elect to provide individualized professional development consisting of specific college or university courses, special counseling or training, programs designed to improve on-the-job wellness and physical well being and other such opportunities to provide a unique professional development experience judged meritorious for a particular staff member but not available in the approved professional development plan. Examples of situations in which programs designed to improve wellness and physical well being may be considered appropriate include cases of substance abuse, gambling addiction, stress management problems, and other such situations. In order to accomplish the provisions of this policy, the Board may elect to pay tuition for specified college credit courses, employee counselors or consultants to work with individual staff members or purchase other special training experiences for individual staff members. Any individualized professional development program will be recommended by the Superintendent and approved by the Board of Trustees before being authorized.

Legal Reference: Mississippi Code 1972, §37-17- 8