

**ORANGE COUNTY
BOARD OF EDUCATION
AGENDA ITEM ABSTRACT**

Meeting Date: April 4, 2011

**AGENDA
ITEM No.** 11-04-14

ACTION ITEM: (Y/N) Y

SUBJECT: Professional Development and Assistance Policy # 7800 Revised – 1st Reading
Approval

INFO. CONTACT: Ms. Marcie Holland **PHONE:** 919-732-8126

ATTACHMENT: 1. Professional Development and Assistance Policy #7800.

PURPOSE: To revise the Professional Development and Assistance Policy #7800.

BACKGROUND: The recommended revisions to Policy # 7800 are being provided for first reading, discussion, and approval. The revisions reflect the removal of the Tuition Reimbursement paragraph in the original policy. Due to budget constraints, Orange County Schools no longer provides tuition reimbursement for employees. Other changes reflect minor editorial changes, including a title correction to the cross referenced policy, Action Plans for Licensed Employees Policy # 7811.

This revised policy has been reviewed by counsel.

FINANCIAL IMPACT: None.

RECOMMENDATION: The Superintendent recommends the Board of Education approve the revised Professional Development and Assistance Policy #7800 1st Reading Approval.

PROFESSIONAL DEVELOPMENT AND ASSISTANCE

Date Reviewed/Approved: 12/03/2007 Policy Number: 7800

Rescinds Policy Number:

Issued: 12/02/1996, 06/21/2004

The Board believes a strong relationship exists between the quality of education afforded students and the competency of professional personnel employed by the school district. The Board attaches a high priority to securing the most competent personnel available and, once they are employed, in assisting them in their professional growth and development throughout their careers. The primary purpose of staff development, both for individuals and groups of employees, is to improve the instructional program for all students by assisting teachers and other licensed personnel in improving and gaining even greater competence in their profession.

STAFF DEVELOPMENT

The superintendent will provide for ongoing professional staff development opportunities. Input from employees will be sought in developing district-wide programs. Local school staff development programs will be planned jointly by the principal and staff members.

Staff development must be provided, at the district or school level, on the effective delivery of the required curriculum and the incorporation of technology in the student learning process, and on subjects clearly matched to the goals and objectives of the local safe school plans.

SELF IMPROVEMENT

Licensed and professional employees are responsible for self-improvement. These employees are encouraged to seek information and training through staff development programs as well as other opportunities in order to meet this responsibility.

PLANS FOR GROWTH AND IMPROVEMENT

Supervisors and principals also may require employees to enter into plans for professional growth and to improve performance. To be most effective, the plan should set clear expectations and facilitate clear communication between the evaluator and the evaluatee.

A performance improvement plan could involve participation in a staff development program or could encompass a variety of strategies that are related to professional growth or improving performance.

Action plans are required for all licensed employees who receive a "below standard" or "unsatisfactory" rating on a performance evaluation. Board Policy 7811, Action Plans for Certified Licensed Employees, specifically sets forth the requirements for action plans.

TUITION REIMBURSEMENT

~~Orange County Schools currently reimburses tuition costs incurred by employees pursuing professional advancement at institutions of higher education (senior colleges, universities, technical or community colleges). These reimbursements will be at a rate of 50% of tuition up to \$300.00 per semester and/or \$600.00 maximum for the year. The Board of Education reserves the authority to suspend tuition reimbursement at any time deemed appropriate.~~

Legal References: G.S. 115C-105.47(b)(9), -333(b).