PROFESSIONAL STAFF DEVELOPMENT

The Board of Education 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:

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

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.

ADOPTED: August 10, 1986

REVISED: November 8, 1988

LEGAL REFS.: 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 inservice 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 ongoing professional development which may include programs concerning juvenile mental health issues and awareness and prevention of suicide)
1 CCR 301-1, Rule 2202-R-11.05 (E)(7) (school performance reports to include number of professional development days)

CROSS REFS.: ADA, School District Educational Objectives
AE, Accountability/Commitment to Accomplishment
AEA, Standards Based Education