

## STAFF DEVELOPMENT

### Professional Growth and Development for Non-Administrative Staff

Additional training and study are prerequisites for continued growth and effectiveness of staff members. It is also necessary for staff members with increased responsibilities and new demands. Staff are encouraged to gain additional job-related skills through special study or in-service training.

The district may participate in the state In-Service Training Act of 1977.

The district will develop and adopt a professional growth program.

Each holder of a professional education certificate, except those exempted by State Board of Education regulation, will complete 150 hours of continuing education study every five years, in order to maintain his or her certificate.

### Professional Growth and Development for Administrators

The board recognizes that training and study for administrators contribute to their skill development necessary to better serve the needs of the district. Each year the superintendent or designee will develop an administrative in-service program based upon the needs of the district, as well as the needs of individual administrators.

Cross References:                   5005 – Employment and Volunteers: Disclosures, Certification Requirements, Assurances, and Approval  
5240 – Evaluation of Staff

Legal References:                   RCW 28A.415.040 In-Service Training Act of 1977 — Administration of funds — Rules — Requirements for local districts — In-service training task force  
WAC 181-85-075 Continuing education requirement  
WAC 181-85-200 In-service education approval standards  
WAC 392-121-255 Definition — Academic credits  
WAC 392-121-257 Definition — In-service credits  
Chapter 392-192 WAC Professional development programs  
Chapter 392-195 WAC School personnel— In-service training program  
SSSB 5082, Chapter 386, Laws of 2019 Social-Emotional Learning— Committee, Standards, and Benchmarks  
SSB 5044, Chapter 197, Laws of 2021 Public Schools, Equity, Etc.— Training

Management Resources:           2021 – June Issue  
2011 – December Issue