

# PROFESSIONAL STAFF DEVELOPMENT

Code **GCI** Issued **12/16**

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Purpose: To establish the basic structure for the professional development of the district staff.

The board encourages and expects all professional staff members to pursue appropriate staff development activities that will help them better meet the demands of their positions.

The board recognizes that the key to a successful educational program is a well-trained, competent staff dedicated to professional growth. Therefore, the board will include in its budget resources for providing approved inservice activities and staff development opportunities.

While professional growth through participation in ongoing staff development activities is the responsibility of all employees, the encouragement for such professional growth is a district obligation. Therefore, the district should assist in the development and scheduling of appropriate staff development activities which will enable employees to effectively meet their responsibilities.

The board will maintain and support a planned, comprehensive staff development program that includes district-sponsored activities to train groups in specific areas. The program also will include workshops, seminars and course work through outside resources. The superintendent is responsible for designing, developing, and evaluating programs with the involvement of other administrators and teachers.

The board expects all professional employees of the district to participate in in-service programs. State-sponsored programs must meet national standards for professional development and focus on effective instructional leadership as it pertains to instructional leadership and school-based improvement. Part of this state-sponsored training must include instruction for administrators on the importance of school improvement councils and ways to make councils an active force in school improvement and must also include a program of instruction in the essentials of constitutional protections and prohibitions as they relate to religion and public school operations.

Within budgetary limitations and staff time commitments to their jobs, the board will encourage staff members to attend outside conferences and workshops.

## **Professional Development Plans**

All school administrators will develop an ongoing individual professional development plan with annual updates. This plan will be geared to their role or position and will support both individual growth and organizational needs as defined by the district's strategic plan or the school renewal plan.

## **Principal Induction Program**

The district will provide a school principal serving for the first time as a building level principal, director of a specialized education unit, or career and technology education center director with a formal induction program.

This program will be in conjunction with the South Carolina Department of Education that will assist the district in providing support and professional development for first-year principals through the Principal Induction Program.

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Components will be based on statewide criteria and statewide performance standards for assisting, developing, and evaluating principals.

The district will implement this program in accordance with state law and State Board of Education regulations.

Adopted 3/25/86; Revised 4/25/96, 1/24/05, 12/12/16

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Legal references:

A. S.C. Code, 1976, as amended:

1. Section 59-3-90 - In-service training programs for teachers.
2. Section 59-17-140(A) - In-service training related to religion and public school operations.
3. Section 59-24-30 - Individual professional development plans.
4. Section 59-24-50 - Continuous professional development programs.
5. Section 59-24-80 - Formal induction program for first year principals.

B. State Board of Education Regulations:

1. R43-165.1 - Program for Assisting, Developing and Evaluating Principal Performance.
2. R43-167 - Principal Induction Program.