

Staff Development - Licensed

The Board recognizes the need to establish a continuing professional development (CPD) program for all licensed staff in order to enhance professional performance, promote achievement of high standards for all students and assist employees in meeting the licensure requirements of the Teacher Standards and Practices Commission (TSPC). To this end, a qualified district CPD program shall be developed in writing, reviewed and approved by the Board.

All district teachers and administrators shall be required to participate in the district's CPD program as a condition of employment. The Board recognizes that for purposes of licensure, the educator, in addition to meeting district CPD program requirements, may also complete an individual CPD plan. Selection of an individual CPD plan will not, however, relieve the individual of responsibility to complete district CPD program requirements. Completion of continuing professional development (CPD) requirements, as set forth in OAR Chapter 584, Division 090 by the Teacher Standards and Practices Commission (TSPC) for license renewal, are the sole responsibility of the employee.

CPD plans for individuals completing district CPD program requirements shall be approved by the employee's supervisor. Successful completion of district CPD requirements will be verified by the employee's supervisor or CPD advisor.

District CPD program activities shall have as their primary purpose increased student learning by enhancing the professional skills of the employee. Appropriate learning activities may include, but are not limited to, college courses, workshops, conferences, curriculum development, research, peer or student-teacher mentoring and other approved individual and committee endeavors.

Requests for release time for attendance at professional development activities may be approved as deemed appropriate by the district and with the stipulation that:

1. Requests are to be submitted sufficiently in advance to permit Board consideration; and
2. Where release time is granted, a written report will be submitted to the administration after such meeting or conference.

Meetings or conferences for which district funds are contributed – whether for fees, travel or hiring of substitutes – shall directly relate to the employee's CPD requirements. Where such meetings or conferences are devoted primarily or exclusively to organizational or business affairs of associations of educators, political workshops, training sessions for consultation committees and like activities, it is not considered appropriate for the Board to expend district funds or to approve the activity for Professional Development credit.

The superintendent or designee will develop administrative regulations, staff CPD handbooks

and/or other related materials as may be necessary to implement the district's qualified CPD program. Regulations shall include CPD procedures and practices that incorporate plans for the district's improvement and individual building, grade level, student and employee needs and goals.

END OF POLICY

Legal References:

ORS 329.095
ORS 329.125
ORS 329.704
ORS 342.135 (2)(a)
ORS 342.138(3)
OAR 581-022-0606
OAR 581-022-1720
OAR 584-018-0105
OAR 584-018-0205
OAR 584-090-0100-0120

Clackamas Intermediate Education District Association v. Clackamas Intermediate Education District, Case No. C-141-77, 3 Public Employee Collective Bargaining Rep. 1848 (ERB 1978).

Eugene Education Association v. Eugene School District 4J, Case No. C-93-79, 5 Public Employee Collective Bargaining Rep. 3004 (ERB1980).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 CFR Part 1630 (2006); 28 CFR Part 35 (2006).

Americans with Disabilities Act Amendments Act of 2008.