

## PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR LICENSED STAFF

The Board of Education delegates to the District Administrator the task of annually establishing and overseeing the implementation of a comprehensive professional development plan in order to provide learning and development opportunities for the District's licensed staff, including administrators. The comprehensive plan shall be established and updated collaboratively with the assistance of licensed support staff, instructional staff, and administrative staff.

Primary goals of the professional development plan and activities pursued under the plan include the following:

1. Improving instruction and learning opportunities for District students;
2. Fostering a shared and clear sense of mission, goals and priorities within the District;
3. Sharing and disseminating institutional knowledge and internal successes;
4. Providing exposure to ideas, research, and expertise from outside of the District;
5. Assessing and evaluating District programs;
6. Building internal capacity for leadership, change, and innovation;
7. Enhancing technical skills and knowledge;
8. Providing for the orientation, induction, and support of individuals who have recently obtained licensure in education and/or who are newly employed by the District;
9. Enabling consistent compliance with District policies and relevant legal requirements; and
10. Fostering a commitment toward continuous professional learning and personal development.

In particular years, or as applied to particular staff positions, the professional development plan and activities pursued under the plan may focus primarily on one or several of the above goals.

The professional development programming that is provided in the District shall be managed and delivered at various levels, including District-wide programming, building-based programming, and programming that is specific to particular functions, skills, or subjects. The plan shall also include components that allow means for the identification and pursuit of individualized activities that focus on personal needs, goals and interests. Such individualized components may be coordinated, for example, through formative personnel evaluations and assessments, through individual goal-setting activities, or through the stages and procedures related to licensure.

The District Administrator shall regularly inform the Board of Education regarding the annual development, review, and implementation of the professional development plan for licensed staff.

Legal Ref: 120.12(2m); 121.02(1)(a); 121.02(1)(b); 121.02(1)(g); WSS; PI 8.01(2)(b); PI 34.03; PI 34, Subch. V. WAC

Cross Ref: 537.2 Rule Guidelines for Staff Attendance at Professional Development Events; 674 Expense Reimbursements

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