

Policy Code: 5355 PROFESSIONAL AND STAFF DEVELOPMENT OPPORTUNITIES

~~The Board of Education recognizes staff members should continue to improve their competencies during their professional service. It expects the Superintendent to promote opportunities for staff development and for staff members to take advantage of them. To the extent feasible, the Superintendent should establish procedures by which staff members can receive proper recognition for efforts to improve themselves professionally during the school year. All certified personnel have the responsibility of informing the Human Resources department of any training which is completed and may be creditable as a licensure renewal requirement. Specific requirements based on licensure areas can be accessed through the website of the Department of Public Instruction.~~

The board believes a strong relationship exists between the quality of education provided to students and the competency and training of all personnel employed by the school system. The board places a high priority on securing the most competent personnel available and, once they are employed, providing them with opportunities for professional growth and development throughout their careers. The goal of professional and staff development programs and opportunities for licensed professional employees and support staff is to improve the instructional program and create a safe learning environment for all students by improving and expanding the skills of the professional staff and support personnel.

A. PROFESSIONAL AND STAFF DEVELOPMENT

The superintendent shall provide ongoing development opportunities for licensed and support staff and shall require participation by such personnel as appropriate. The superintendent shall seek input from employees when developing system-wide programs. The principal shall seek input from school personnel when planning professional and staff development programs for his or her school.

Professional and staff development shall include all topics required by law or board policy, including but not limited to: (1) the effective delivery of the required curriculum as required by G.S. 115C-81.45(d) and -81.20(f); and (2) in even numbered years, a two-hour child sexual abuse and sex trafficking education and awareness training program for teachers, instructional support personnel, principals, and assistant principals in grades K-12, as required by G.S. 115C-375.20.

B. SELF-IMPROVEMENT

Licensed employees are expected to engage in self-directed activities to improve their professional skills. These employees are encouraged to seek information and training through professional development programs as well as other opportunities in order to meet this responsibility.

C. PLANS FOR GROWTH AND IMPROVEMENT

Supervisors and principals also may require licensed employees to enter into plans, including mandatory improvement plans established by state law and individual, monitored and/or directed growth plans established by the State Board of Education, for professional growth and improving performance. A performance improvement plan could involve participation in a professional development program or encompass a variety of strategies that are related to professional growth or improving performance.

D. PAYMENT OF COSTS

The school system will consider paying reasonable costs, within budget limits, for any courses, workshops, seminars, conferences, in-service training sessions, or other sessions an employee is required to attend by the local administration. The employee must seek prior approval for payments.

The school system will not bear the responsibility of the cost of training taken solely for the purposes of licensure renewal.

LEGAL REF: Title IX of the Education Amendments of 1972, [20 U.S.C. 1681](#) et seq., [34 C.F.R. pt. 106](#); [G.S. 115C-81.20](#)(f), [-81.45](#)(d), [-333](#), [-333.1](#); [-375.20](#), State Board of Education Policy [EVAL-004](#)

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Edenton-Chowan Schools