

Board Policy

Code No. 408.1

LICENSED EMPLOYEE PROFESSIONAL DEVELOPMENT

The Board expects licensed employees to attend and participate in professional development activities to maintain, develop, and extend their skills. The Board shall maintain and support an in-service program for licensed employees.

Provisions for the professional development of all staff will be included in the comprehensive school improvement plan. To meet the professional needs of all staff, staff development activities shall:

- Align with district goals
- Be based on student and staff information
- Prepare all employees to work effectively with diverse learners and to implement multicultural, gender fair approaches to the educational program
- Emphasize the research-based practices to achieve increased student achievement, learning, and performance as stated in the comprehensive school improvement plan.

The Board shall annually budget specified funds to implement the professional development plan.

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the Superintendent or designee by submitting the Out of District Professional Development Request Form, available on the district intranet. Approval of the Superintendent or designee must be obtained prior to attendance by a licensed employee in a professional development program when the attendance would result in the licensed employee being excused from their duties or when the school district pays the expenses for the program.

The Superintendent or designee shall have sole discretion to allow or disallow licensed employees to attend or participate in the requested event. When making this determination, the Superintendent will consider the value of the program for the licensed employee and the school district, the effect of the licensed employee's absence on the education program and school district operations and the school district's financial situation as well as other factors deemed relevant in the judgment of the Superintendent or designee.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the Board regarding professional development of such employees shall be followed.

Legal Reference: Iowa Code § 279.8; Ch.294 (2013).
281 I.A.C. 12.7; 83.6(1)(f)

Cross Reference: 414.8 *Classified Employee Professional Purposes Leave*

Approved: February 2, 1998

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