

# PROFESSIONAL STAFF DEVELOPMENT

Code **GCI** Issued **9/10**

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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 employees to pursue appropriate staff development activities. Towards that end, the board will include budgetary resources for providing in-service activities and staff development opportunities. Further, the board expects professional staff to participate actively in staff development activities sponsored by the district or individual schools.

The board directs the superintendent to ensure the development and scheduling of appropriate staff development activities within the school system to enable employees to meet more effectively their responsibilities as teachers and administrators. The superintendent will appoint a district-level administrator to be responsible for designing, developing and evaluating staff development programs with the involvement of other administrators and teachers. The district's staff development program will include workshops, seminars and course work using both internal and external resources.

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. Individuals completing the School Leaders Licensure Assessment through the Office of School Leadership of the state department of education will develop their professional plan on the basis of that assessment.

## **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 occupational education center director with a formal induction program.

This program will be in conjunction with the state department of education that will assist the district in providing support and professional development for first-year principals through the Principal Induction Program.

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 1/15/85; Revised 8/13/91, 1/92, 9/14/99, 10/10/00, 3/8/05, 9/14/10

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Legal references:

- A. S. C. Code of Laws 1976, as amended:
  - 1. Section 59-3-90 - Inservice training programs for teachers.
  - 2. Section 59-17-140 (A) - Inservice 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.
  - 6. Section 59-1-435 - Religious Viewpoints Antidiscrimination Act.
  
- B. State Board of Education Regulations:
  - 1. R 43-167 - Principal Induction Program.
  - 2. R 43-165.1 - Program for Assisting, Developing and Evaluating Principal Performance.