

Dell Rapids School District #49-3



Policies and Regulations Code: GCL--Personnel

GCL PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES

Continuing professional growth and increasing effectiveness on the part of the entire staff are essential for the success of educational programs and school operations. The continued professional growth of all staff members on an individual basis and through planned inservice programs will be encouraged. Such opportunities may include, special inservice courses, workshops, seminars, summer study grants, school visitations, course work and attendance at professional conferences and meetings.

Planning district sponsored staff development opportunities will be the responsibility of the DELLS 21 Committee. The committee, through its membership process, shall be responsibility for planning, implementing, and evaluating the district sponsored staff development programs. The Board of Education will review and oversee the professional staff development program.

The administration will have authority to approve release time for conferences, meetings and visitations and the reimbursements for expenses, provided such activities are within budget allocations.

It shall annually be the responsibility of the Board of Education to allocate funds to insure the procurement of resources ((human, educational, etc) to facilitate attainment of the Professional Staff Development Program and other such staff development programs. Distribution to these funds will be based on the Board approval of staff development.

Adopted: April 21, 1986

Reviewed: May 8, 1998

DISTRICT-SPONSORED ACTIVITIES

Planning district sponsored staff development programs will be the responsibility of the Teacher Effectiveness committee (TEC) which will report to the board through the Superintendent or its appointed representative. The committee will be made up of two high school teachers, two elementary teachers (the teachers shall appoint one teacher from each building and the administration shall appoint one teacher from each building), one teacher appointed by the teachers' association, the three administrators, and one board member. The teachers on the committee will serve for a period of two years with one teacher from each building being replaced annually. The committee shall be responsible for planning, implementing, and evaluating the district-sponsored staff development programs. It shall also be responsible for developing programs which rewards and recognizes both teachers and students who display educational excellence.

In May of each year TEC shall present to the Board a project staff development program for the coming year. It shall also be the committee's responsibility to make sure the training program meets the minim number of contact hours as specified in the state's staff development plan. The Board of Education shall formally review and adopt the Professional Staff Development Program for the coming year.

OUTSIDE ACTIVITIES

Programs planned by the Teacher Effectiveness Committee are not the only means by which the board and/or administration can encourage the professional staff to improve knowledge and skills. Individual staff members may ask the Board of Education for permission to attend such activities as workshops, conventions, seminars, and university classes if such programs can demonstrably benefit the students and/or the school district. Permission to attend individual programs of significant magnitude must be requested in advance, with final approval served to the Board if reimbursement for the program expenses is included in the request. Upon returning from programs outside the district a written report must be presented to the Board. The administration shall have the discretion to

approve requests to attend workshops, conventions, meetings, or seminars under special circumstances without prior Board approval.

In-service Training/Staff Development activities which have an impact on the start or closing of the regular school day must be announced to the public and the staff of St. Mary's School, a substantial period of time before the scheduled event.

Any deviation from the foregoing procedures which will alter the goal of the staff development program must be reviewed and approved by the Board of Education on a case-by-case basis.

FUNDING

It shall annually be the responsibility of the Board of Education to allocate funds to insure the procurement or resources (human, educational, etc.) to facilitate attainment of the Professional Staff Development Program and other such staff development programs. Distribution to these funds will be based on the Board approval of staff development.

ADOPTED: APRIL 21, 1986

AMENDED: SEPTEMBER 25, 1989