

## **Leland and Gray Union Middle/High School**

### **POLICY: PROFESSIONAL DEVELOPMENT**

#### **Policy**

It is the policy of the Leland and Gray Union School District to support the important connection between educator professional development and improved student achievement and assure that professional and para-professional staff members acquire and maintain the knowledge and skills needed to contribute effectively to the achievement of the goals and strategies articulated by the school action plan.

#### **Principles to Guide Professional Development**

Professional development programs sponsored by the district will be directly linked to student performance goals identified in the annual action plan.

The Superintendent will oversee a professional development system that is characterized by the following:

1. its primary focus is on improved student learning and achievement
2. it is based on current, documented research findings
3. it provides structure and substance that allow continuity
4. it focuses on content and curricular needs as well as teaching methodology
5. it includes the needs of all who contribute to the education system
6. it is developed and directed by professional educators

#### **Implementation**

The superintendent or his or her designee will base annual and multi-year professional development programs on an analysis of student performance data, best-practices research, state and local standards compliance and the district action plan priorities.

The superintendent will report at least annually to the school board on the district's professional development program, with an emphasis on its relationship to student achievement goals.

*Date Warned: 1-10-2012*

*Date Adopted: 2-14-2012*

*Legal Reference(s): 1 V.S.A. §§ 310 et seq. (Open Meeting Law)  
16 V.S.A. § 165 (a)(4) (Public School Quality Standards)  
16 V.S.A. §§1981 et seq. (Labor relations - professional staff)  
21 V.S.A. §§ 1721 et seq.(Labor relations)  
16 V.S.A. §261a(5) (Duties of supervisory union boards)  
Vermont State Board of Education Rules §§2120.4, 2120.5*

*Cross Reference: Board Member Education (B1)  
Board Goal-Setting and Self-Evaluation (B2)  
Educator Supervision & Evaluation (D4)  
Fiscal Management and General Financial Accountability (E1)*

*Local Action Plan (G8)*

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1. 16 V.S.A. §261a requires supervisory union boards to “..provide for the establishment of a written policy on professional development...and periodically review that policy. The policy may provide financial assistance outside the negotiated agreements for teachers’ professional development outside the negotiated agreements for teachers’ professional development activities and may require the superintendent periodically to develop and offer professional development activities...”. It is unlikely that this requirement would not also be applied to supervisory district boards. SBE Rule 2120.1 (Action Plans) requires “involvement of school board members in development of Action Plans.” The Rule also requires school boards to “approve” Action Plans. SBE Rule 2120.1(b) requires that Action Plans include “strategies...including professional development of administrative and professional staff.”