

## **CERTIFIED STAFF DEVELOPMENT OPPORTUNITIES**

The Board believes in professional development and improvement. Therefore, the Board shall provide opportunities for professional development and improvement through local professional development activities and attendance at educational conferences.

The professional development program shall be provided to strengthen the District's instructional program and the competencies of its certified staff members. The administration will solicit feedback from the certified staff through the use of committees and site teams, as well as from the evaluation of student performance data. The professional development plan shall be directed toward meeting the cooperatively identified needs of the District and of individual staff members. Certified staff members shall be required to participate in District professional development activities in accordance with provisions of the current employee handbook.

The Board shall encourage certified staff members to actively participate in educational conferences at the local and state level. Certified staff members may attend educational conferences with the approval of the principal or district administrator.

All professional employees shall engage in independent and active efforts to maintain high standards of individual excellence. Such efforts shall include keeping current in each specific and applicable area of instruction, Board of Education established curriculum, as well as continuing study of the art of pedagogy. In addition to maintaining high standards of excellence for the students and school, the professional employee will make him/herself available during the contractual year and day to his/her colleagues for assistance, to the District for services beyond those specifically required as part of his/her individual contractual duties. If an employee is directed to attend a job related professional development activity or training during the summer months, a stipend will be provided.

LEGAL REF.: 121.02(1) - Wisconsin Statutes

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