**PROFESSIONAL AND STAFF DEVELOPMENT** *Policy Code:* **7800/1610**

The board believes a strong relationship exists between the quality of education provided to scholars and the competency and training of all personnel employed by NERSBA. The board places a high priority on securing the most competent personnel available and providing them with opportunities for professional growth and development throughout their careers. The goal of professional and staff development programs and opportunities for licensed professional employees and support staff is to improve the instructional program and create a safe learning environment for all scholars by improving and expanding the skills of the professional staff and support personnel.

1. **Professional and Staff Development**

The principal shall provide ongoing development opportunities for licensed and support staff and shall require participation by such personnel as appropriate. The principal shall seek input from school personnel when planning professional and staff development programs. If the executive director determines that certain professional development should be provided, the principal may plan such professional development without input from staff.

Professional and staff development must be provided on the effective delivery of the required curriculum. In addition, as required by policy 3220, Technology in the Educational Program, the principal shall plan and provide a program of technology-related professional development to prepare the instructional staff to integrate technology into the student learning process and to address other relevant issues related to the use of digital tools and resources in the instructional program.

1. **Self-Improvement**

Licensed employees are expected to engage in self-directed activities to improve their professional skills. These employees are encouraged to seek information and training through professional development programs as well as other opportunities in order to meet this responsibility.

1. **Plans for Growth and Improvement**

The principal may require licensed employees to enter into plans, including mandatory improvement plans established by state law and individual, monitored and/or directed growth plans established by the State Board of Education, for professional growth and improving performance. (See policy 7811, Plans for Growth and Improvement of Licensed Employees.) A performance improvement plan could involve participation in a professional development program or encompass a variety of strategies that are related to professional growth or improving performance.

1. **Payment of Costs**

The school will consider paying reasonable costs, within budget limits, for any courses, workshops, seminars, conferences, in-service training sessions, or other sessions an employee is required to attend. The employee must seek prior approval for payments.

The school will not bear the responsibility of the cost of training taken solely for the purposes of licensure renewal.

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 *et seq*., 34 C.F.R. pt. 106; G.S. 115C-333, -333.1; State Board of Education Policy TCP-C-004

Cross References: Technology in the Educational Program (policy 3220), Plans for Growth and Improvement of Licensed Employees (policy 7811)

Adopted: February 19, 2020

Revised: May 18, 2020