

1.6100-7.8000 PROFESSIONAL DEVELOPMENT

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~~G.S. 115C-105.47(b) (9), 333(b)~~ **REPEALED**
State Board of Education Policy TCP-C-004

Cross References: 1.7500-7.1500 GRIEVANCE PROCEDURES

The Board believes a strong relationship exists between the quality of education provided to students and the competency and training of all personnel employed by the school. The Board places a high priority on securing the most competent professional personnel available and, once they are employed, in assisting them in their professional growth and development throughout their careers. The goals of professional and staff development programs and opportunities are to improve the instructional program and to create and maintain a safe learning environment for all students by improving and expanding the skills of the professional staff.

A. Professional Development: The Principal shall provide ongoing professional staff development opportunities for all licensed employees and such classified employees as he/she deems appropriate. The Principal shall seek input from school personnel in planning professional development programs.

B. Self-Improvement: Certified, licensed professional employees are responsible for self-improvement. These employees are encouraged to seek information and training through staff development programs as well as other opportunities in order to meet this responsibility.

C. Plans for Growth and Improvement: The Principal may also require employees to enter into plans, including individual, monitored, and/or directed growth plans for professional growth and to improve performance. Such plans should set clear expectations and facilitate clear communication between the evaluator and the evaluatee. Goals should be individualized and have a direct impact on instruction.

A performance improvement plan could involve participation in a staff development program or a variety of strategies related to professional growth or the improvement of performance.

Action plans are required for all licensed employees who receive a “below standard” or “unsatisfactory” rating on any performance evaluation. If and when Falls Lake Academy participates in the state Teacher Evaluation System, a monitored growth plan developed in accordance with State Board policy is required for all teachers who are rated “developing” on one or more standards of the evaluation Rubric. Teachers who are rated “Not Demonstrated” on any standard or who are rated “developing” on any standard for two sequential years must be placed on a directed growth plan if their employment with FLA is continued. These plans satisfy the requirement for an Action Plan.

A plan required by the Principal may be appealed to the Board or to the Principal’s supervisor if such office exists in the organizational scheme of the school following the grievance procedure in Board policy 1.7500-7.1500 if the employee contends that

- 1) the plan is not likely to improve performance;
- 2) the Principal abused his/ her discretion in developing the plan; or
- 3) the plan was not developed in conformance with any mandatory procedures.

D. Payment of Costs: The Board 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 by the Principal in addition to those professional development opportunities budgeted and provided for in the regular professional development plan for the year in which such requirements occur. The employee must seek prior approval for any such payments.

Neither the Board nor the school shall bear the responsibility of the cost of training taken by any employee solely for the purposes of licensure renewal.