

PROFESSIONAL DEVELOPMENT  
REQUIRED STAFF DEVELOPMENT

DMA  
(REGULATION)

PROFESSIONAL  
DEVELOPMENT

The District believes that being employed in the field of education implies a commitment to continued learning and growth. The District's professional development program supports professional growth for all employees based upon diagnosed needs or professional goals as they relate to Board, campus, and program goals. The program's purpose is to ensure professional growth for improving job performance and organizational development that ultimately results in student achievement.

CERTIFIED DEGREED  
PERSONNEL

For purposes of this policy, certified degreed personnel shall include the following: all administrators, teachers, librarians, speech therapists, nurses, diagnosticians, counselors, persons seeking alternative certification, and other contracted positions.

ANNUAL  
REQUIREMENTS

All currently employed certified, degreed personnel shall be required to complete the minimum required professional development (flex time) hours. This professional development requirement must be completed outside of the contracted work day. The designated time for completion of the minimum professional development hours shall be between the second week in June to the last day of March.

Accumulation of professional development hours over and above the minimum requirement during one school year shall not be transferrable to the next year.

FAILURE TO MEET  
REQUIREMENTS

Failure to comply with the professional development requirements may affect future employment decisions or specific work assignment in the District.

Failure to complete the required professional development hours shall result in a loss of compensation for specified contract employment days.

APPEALS

Any appeals to waive the annual staff development requirement due to extenuating circumstances or hardship shall be made in accordance with DGBA (LOCAL), beginning at Level Two.

Failure to comply with the professional development requirements may affect future employment or specific work assignment in the District.