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PROFESSIONAL DEVELOPMENT OPPORTUNITIES

The Evansville Community School District recognizes the vital importance of a cooperatively planned and well executed inservice educational programs that will enable all personnel to keep abreast of the constantly changing needs of our community, education and society. The Board of Education believes that staff development is an ongoing process which requires activities to be carefully planned and evaluated to insure continuity and validity of purpose and programs.

The District Administrator, Administrative Team, and Building Professional Development Committees shall plan a professional development program designed to meet the needs of individuals and curriculum areas in each school. The local program should serve to create a higher standard by:

- 1) providing district employees with professional growth opportunities on both a group and individual basis;
- 2) improving instructional quality in the district;
- 3) promoting two-way communications within the district;
- 4) meeting identified needs of the district, students, staff, community and school board;
- 5) providing time to reflect upon and develop the effectiveness of the professional staff and provide for program evaluation and feedback.

Responsibility for identifying district needs and developing and implementing staff development programs in accordance with board policy is assigned to the Administrative Team.

Each professional staff member shall be expected to participate each school year in professional development activities appropriate to the school district, to site-based plans and to individual professional assignments. These activities should have the effect of improving instruction and learning for all district students. They should be rewarding, satisfying and worthwhile activities which include options and choices. Local programs and opportunities must remain within the limits of the human and financial resources available to the school board.

The Board recognizes the value of state and regional conventions as a supplement to local activities. Professional development choices should include the following activities when they are related to individual professional assignments or school and district goals for improvement:

- 1) participation in conferences, clinics, institutes or workshops;
- 2) advanced study in accredited colleges or universities;
- 3) participation in regional or state curriculum or school study committee;
- 4) observation of instruction, demonstration, or performance of skilled professionals in other schools settings.

Legal Ref.: Section 121.02(1)(b) Wisconsin Statutes
PI 8.01(2)(b)
PI 34 Wisconsin Administrative Code