

Professional Development

“Staff development” is viewed by the Board of Education as a continuous systematic effort to improve educational programs in this school district through (1) staff involvement in organized program planning, implementation and evaluation efforts, and (2) activities to upgrade the skills, knowledge and ability of educators to improve student learning.

Staff development experiences, for which CEUs are awarded, should be designed to address:

- expectations for student performance as reflected in *Connecticut’s Common Core of Learning* and the *Connecticut Framework: Curriculum Goals and Standards*;
- school or district goals;
- actual student performance, as evidenced by the Connecticut Mastery Test (CMT) and the Connecticut Academic Performance Test (CAPT) in addition to other indices; and
- what teachers need to know and be able to do to improve instruction that advances student learning.

Professional development activities may include curriculum development, learning new methodologies, gaining experience in using new instructional materials, and learning other types of new knowledge applicable to the education process. The Board of Education recognizes that it shares with its certified staff the responsibility for providing professional development opportunities on an annual basis. The Board of Education supports the principle of continuing training of teachers to achieve improvement of instruction.

All employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

#4031.1 (cont.)

Professional development activities should respond directly to the educational needs of the student body, including, (a) content areas such as language arts, including reading, writing, speaking, listening, viewing and enacting; math, social studies and science; (b) methodological areas such as motivation, teaching techniques, including the use of computers in the classroom and classroom management; and second language acquisition and (c) affective areas of interpersonal relations of students and faculty, student growth and development and staff communication, problem solving, and decision making.

The Superintendent shall report annually to the Board of Education on the professional development program and shall make recommendations for improvements as needed.

(cf. 4031 – Professional Development Days: Teacher Requested)
(cf. 4115.1 - Evaluation)

Legal Reference: Connecticut General Statutes
 10-27 Exchange of professional personnel and students.
 10-220a In-Service training. (amended by PA 04-227)
 10-226f Coordinator of intergroup relations.
 10-226g Intergroup relations training for teachers.
 10-145b Teaching certificates (as amended by PA 01-173)
 PA 95-58 An Act Concerning Teacher Evaluations, Tenure and Dismissal.

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