

## Professional Development Plans

The Board recognizes the need to establish a continuing professional development program for all licensed staff in order to enhance professional performance, promote achievement of high standards for all students and assist employees in meeting the licensure requirements of the Teacher Standards and Practices Commission (TSPC).

Employee continuing professional development (CPD) plans shall be consistent with the district's mission and goals; be consistent with applicable provisions of the licensed employee's collective bargaining agreement; and assist educators to meet the requirements for license renewal as identified in OAR Chapter 584, Division 090.

Individual CPD plans shall be developed collaboratively by the employee and his/her supervisor or supervisor's designee. Activities shall have as their primary purpose increased student learning by enhancing the professional skills of the employee. Such activities must meet requirements for graduate or in-district credit to be considered.

The Board directs the superintendent to develop administrative regulations, forms and/or other related materials as may be necessary to implement this policy. Regulations shall include CPD procedures and practices that incorporate plans for the district's improvement and individual building, grade level, student and employee needs and goals.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)  
[ORS 329.125](#)  
[ORS 329.704](#)  
[ORS 342](#)

~~.135 (2)(a)~~  
[ORS 342.138 \(3\)](#)  
[OAR 581.022](#)

~~-0606~~  
[OAR 581.022](#) 1720  
[OAR 584.090](#) 0001  
to ~~0060~~

(continued)

~~Clackamas Intermediate Education District Education Association v. Clackamas Intermediate Education District, Case No. C 141 77, 3 PECBR 1848 (1978).~~

~~Eugene Education Association v. Eugene School District 4J, Case No. C 93 79, 5 PECBR 3004 (1980).~~

~~Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101 12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).~~