

Oregon School Boards Association Selected Sample Policy

Code: GCL
Adopted:

Staff Development - Licensed * (Version 2)

The Board recognizes the need to establish a continuing professional development (CPD) 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). To this end, a qualified district CPD program shall be developed in writing, reviewed and approved by the Board. ~~The superintendent shall ensure the qualified district CPD program submitted for Board approval shall meet the purposes and standards set forth in OAR 584-090-0001 and 0020.~~

All district teachers and administrators shall be required to participate in the district's CPD program as a condition of employment. [The Board recognizes that for purposes of licensure, the educator, in addition to meeting the district's CPD program requirements, may also complete an individual CPD plan that meets the requirements of OAR 584-090-0020. Selection of an individual CPD plan will not, however, relieve the individual of responsibility to complete the district's CPD program requirements. Completion of continuing professional development (CPD) requirements, as set forth in OAR Chapter 584, Division 090 by the Teacher Standards and Practices Commission (TSPC) for license renewal, are the sole responsibility of the employee.]

[CPD plans for individuals completing the district's CPD program requirements, shall be approved by the employee's supervisor. Successful completion of the district's CPD requirements will be verified by the employee's supervisor or CPD adviser.] ~~After exhausting available district appeal procedures, employees may appeal to TSPC if successful completion of their CPD plan is not verified by their supervisor or CPD adviser, or if there are exceptional circumstances which justify extension of the time for completion of the CPD plan.~~

District CPD program activities shall have, as their primary purpose, increased student learning by enhancing the professional skills of the employee. Appropriate learning activities may include, but are not limited to, college courses, workshops, conferences, curriculum development, research, peer or student-teacher mentoring and other approved individual and committee endeavors.

Requests for release time for attendance at professional development activities may be approved as deemed appropriate by the district and with the stipulation that:

1. Requests are to be submitted sufficiently in advance to permit Board consideration; and
2. Where release time is granted, a written report will be submitted to the administration after such meeting or conference.

Meetings or conferences for which district funds are contributed — whether for fees, travel or hiring of substitutes — shall directly relate to the employee's CPD [plan] requirements. Where such meetings or conferences are devoted primarily or exclusively to organizational or business affairs of associations of

educators, political workshops, training sessions for consultation committees and like activities, it is not considered appropriate for the Board to expend district funds or to approve the activity for **CPD Professional Development Unit** credit.

The superintendent or designee will develop administrative regulations, staff CPD handbooks and/or other related materials as may be necessary to implement the district's qualified CPD program. 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 342.138 \(3\)](#)

[~~OAR 584-090-0001 to 0060~~](#)

[ORS 329.125](#)

[OAR 584-090-0100-0120](#)

[ORS 329.704](#)

[OAR 581-022-0606](#)

[ORS 342.135 \(2\)\(a\)](#)

[OAR 581-022-1720](#)

Clackamas IED Assn. v. Clackamas IED, No. C-141-77, 3 PUB. EMPL. COLL. BARG. REP. 1848 (ERB 1978).

Eugene Educ. Ass'n v. Eugene Sch. Dist. 4J, No. C-93-79, 5 PUB. EMPL. COLL. BARG. REP. 3004 (ERB 1980).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).