

Beaverton School District 48J

Code: GCM/GDM
Adopted: 5/08/13
Orig. Code(s): GCM/GDM

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Staff Development – Licensed *

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 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, assist educators to meet the requirements for license renewal as identified in OAR Chapter 584, Division 090, and may contain such other provisions as deemed appropriate by the district.

Individual CPD or professional growth plans shall be developed collaboratively by the employee and his/her supervisor. Activities shall have as their primary purpose increased student learning by enhancing the professional skills of the employee. Such activities may relate to the individual's current or potential future assignment as determined by the district. 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.

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 or professional growth plan. Where such meetings or conferences are devoted primarily or exclusively to organization, business or political affairs of associations of educators, it is not considered appropriate for the Board to approve the activity for CPD credit or expend funds for this purpose.

The Board directs the superintendent to develop administrative regulations, staff CPD handbooks and/or other related materials as may be necessary to implement this policy. Regulations shall include CPD procedures 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](#)

[OAR 581-022-0606](#)
[OAR 581-022-1720](#)
[OAR 584-018-0105](#)

[OAR 584-018-0205](#)
[OAR 584-090-0100 to-0120](#)

[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 \(2006\).](#)
[Americans with Disabilities Act Amendments Act of 2008.](#)

Corrected 6/07/17