

# Three Rivers School District

8550 New Hope Rd • PO Box 160 • Murphy, OR 97533

Policy: GCL  
Adopted: 5/15/06

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## STAFF DEVELOPMENT- LICENSED

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The Three Rivers School District Board recognizes the importance of continued educational experiences and other professional growth activities as a means of improving instruction in the district, to improve job performance. Continual work toward professional growth will be expected of all licensed staff members.

It is assumed that each person is a professional worker, who is vitally interested in his/her own professional development; that he/she is aware of the areas of preparation and service in which he/she has strength, and the areas in which he/she needs to gain greater knowledge and skills; and that he/she actively engage in such programs of professional improvement. A supervisor may advise staff members of his/her areas of strengths and weaknesses, and may recommend further study and training in a particular area. Professional growth experiences may include, but are not limited to, college courses, workshops, curriculum planning, research, travel, supervision of teacher trainees and other activities approved by the supervisor.

Staff development programs, whether provided directly by the district or through district contracts with third parties, will provide appropriate reasonable accommodations to ensure such programs are available to personnel with disabilities.

Requests for release time for attendance at meetings or conferences may be approved as deemed appropriate by the district and with the stipulation that:

1. Requests for out-of-state travel are to be submitted sufficiently in advance to permit Board consideration; and
2. Where release time is granted, a written report will be submitted if requested to the administration after such meeting or conference. Where such meetings or conferences are devoted primarily or exclusively to organizational or business affairs of associations of teachers, political workshops, training sessions for consultation committees and like activities, it is not considered appropriate for the Board to expend district funds.

Completion of continuing professional development (CPD) plan 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. The selection of the employee's CPD advisor shall be subject to approval by the individual's supervisor.

END OF POLICY

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### Legal References:

ORS 329.095  
~~ORS 329.705~~  
ORS 329.125  
ORS 329.704  
ORS 342.135 (2)(a)  
ORS 342.138(3)  
OAR 581-22-606  
~~OAR 581-22-715~~

OAR 581-022-1720  
OAR 584-018-0105  
OAR 581-018-0205  
OAR 584-090-0100-0120

Clackamas Intermediate Education District 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, 5PECBR 3004  
(1980)

American with Disabilities Act of 1990, 42 U.S.C. Section 12101-~~12213 et seq.~~ (1988) 29 CFR Part  
1630 (2006); 28 CFR Part 35 (2006)

Americans with Disabilities Act Amendments Act of 2008