

## AR GCI-R Professional Staff Development

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The administration may provide professional development in a number of ways including the following.

- arranging for and requiring attendance at professional development activities designed to enhance the educational program and operations of the district.
- providing for and encouraging attendance at professional development activities that remediate, sustain and enhance the professional development of employees
- arranging for faculty and staff meetings which are devoted to the educational program and the operation of the district
- encouraging employees to pursue training and course work to maintain and improve skills, earn initial and advanced degrees, and earn or maintain professional licensure or certificates
- providing employees opportunities to read pertinent professional literature
- annually reminding employees of the board policy which requires and permits their participation in professional development activities such as workshops, courses, conferences and conventions so long as such participation does not adversely affect the performance of the employee's duties

It will be the board's policy to permit employees to undertake college course work and to participate in training activities. If an employee's supervisor observes that an employee's performance or proficiency is being adversely affected by such activities, he/she will bring his/her concern to the employee's attention and may request that the employee withdraw from the activities.

No course or training activity can be undertaken during school hours or during the regular workday without the prior written approval of the employee's supervisor.

Employees will not be granted ~~incentive or~~ recertification points ~~when the training takes place during the normal workday or~~ when a stipend is being paid for participating from any funds managed by the district.

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**Richland County School District One**