

Professional Development

Mission

In order to remain current with the ever changing techniques, technologies and innovations in education and to promote continued professional growth, this professional development plan is provided for the employees of the Cottonwood School District.

Goals

The long term goal of professional development is to create an environment wherein personnel involved in educating students will want to continue to grow professionally and to acquire training in energizing technological skills needed to improve the educational process.

Objectives

The objectives of this professional development plan are:

1. Enhance the teachers' ability to teach;
2. Strengthen the administrators' ability to lead;
3. Assist supportive staff members to do their job more effectively; and
4. Increase the Board's effectiveness in policy making and in making decisions related to District policy.

Professional Competency Policy

The District may pay actual registration fees equal to or less than the University of Idaho cost for four graduate credits of additional education reimbursement per year. If a teacher can get more than four credits with this reimbursement, and if these classes are approved by the Superintendent in advance, this arrangement may also be accepted by the Board. A teacher may be permitted to accumulate and take up to nine credits in one year and be reimbursed at the level of the cost of nine University of Idaho graduate credits if they qualify for an approved graduate program or further endorsements. Exceptions to the above may be approved by the Superintendent.

Credits submitted will be reimbursed throughout the year. Reimbursements will be considered at the regular meeting of the Board, at which time the teacher will show proof of credits earned. Expenses for non-credit workshops and/or classes may be paid in part or in full by the District when such workshops or classes are approved in advance by the Superintendent.

Unless otherwise specified or approved, courses and inservice programs or activities conducted during school time as an integral part of employment shall not be eligible for reimbursement.

## Classified Employees

Classified employees may attend job related workshops and training classes at District expense when approved in advance by the Superintendent. Partial or full reimbursement of costs will be made depending on whether such training is elective or required by the District.

### Policy History:

Adopted on: February 22, 2017

Revised on: