

Personnel -- Certified

Professional Development

Statement of Purpose

The Board of Education recognizes the value that accrues to the school district by supporting a program of professional development. The purpose of the professional development program shall be to provide for continuous, systematic, improvement and maintenance of the instructional skills, knowledge, subject matter competence, abilities and the staff's awareness of up-to-date educational research, so as to improve student learning.

The Board recognizes that professional development is the joint responsibility of individual staff members, administrators, and the school district. The Board will provide professional development programs and activities which support Board goals and objectives and at the same time meet the needs of individual staff members and administrators to improve instruction that advances student learning. The Board recognizes its obligation to support professional development efforts through means such as the granting of released time, stipends for workshops and provision of in-service training programs. In turn, the Board expects the teaching staff and administrators to demonstrate a commitment to professional development by their participation in appropriate professional programs and activities which focus on improved student learning as evidenced by higher student achievement.

Pursuant to state law, the Board of Education shall establish a professional development committee consisting of certified employees, and such other school personnel as the Board deems appropriate, including representatives of the exclusive bargaining representative for such employees. The committee shall be responsible for the development, evaluation and annual updating of a comprehensive professional development plan for certified employees. The committee shall develop a plan that shall:

- (1) Be directly related to the educational goals of the district;
- (2) Be developed with full consideration of the priorities and needs related to student outcomes as determined by the State Board of Education; and
- (3) Provide for the ongoing and systematic assessment and improvement of both teacher evaluation and professional development of the professional staff members of the Board.

The Superintendent of Schools (or designee) will serve as the chairperson of the committee.

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Legal Reference: Connecticut General Statutes

- 10-27 Exchange of professional personnel and students.
- 10-220a In-Service training.
- 10-226f Coordinator of intergroup relations.
- 10-226g Intergroup relations training for teachers.
- 10-145b Teaching certificates
- 10-151b Evaluation by Superintendent

Policy adopted: December 9, 2003
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NEW MILFORD PUBLIC SCHOOLS
New Milford, Connecticut