

# POLICY

2003

Personnel &amp; Negotiations

## STAFF DEVELOPMENT

The Board of Education believes that professional growth helps ensure the success of educational programs and improves the effectiveness of the school, as well as individual staff members. The Board encourages instructional staff, pupil personnel staff, and administrative staff to take graduate courses and participate in other activities which would enhance their effectiveness.

In addition, the Board also recognizes its responsibility to encourage staff development through goal-setting, budgetary commitment, and monitoring of staff development activities. The Board's decision to implement in-service activities, conference attendance, workshop participation, etc., is done in light of the fiscal constraints imposed on the Board. It is the Board's responsibility to make the most effective use of the resources available in providing a strong educational program for the children of the district. In-service activities will be weighed against other essential expenditures of resources.

In-service programs will be conducted in the district by the Superintendent of Schools or other appropriate personnel at least annually. The Superintendent is directed to provide for the selection of subjects pertinent to the curriculum in the schools, and to build from these subjects In-Service or Staff Development courses which will help teachers in new methods acceptable to the schools, or to help them to improve techniques already in use. Such programs will also familiarize the professional staff with the provisions and purposes of the school conduct and discipline policy, to ensure its effective implementation. Instructional and pupil personnel service staff are encouraged to participate in in-service activities.

The Superintendent has authority to approve release time and expenses for individual staff members' attendance at professional training conferences, study councils, inservice courses, workshops, summer study grants, school visitations, professional organizations, etc., within budgetary constraints. Prior approval must be obtained from the Superintendent. In addition, the staff member may be requested by the administration to prepare a report or summary of the meeting attended.

### Support Staff

In-service activities for the classified staff will be provided within the financial constraints of the district. Attendance at such activities will be with the prior approval of the Superintendent. In addition, the staff member may be requested by the administration to prepare a report of summary of the meeting attended.

Cross-ref: 5310, Student Discipline  
9223, Professional Staff Leaves and Absences

Ref: Education Law §3604(8)  
8 NYCRR Part 80; §100.2(e)(vii)

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