

## **Professional Development – Trustees and Management Staff**

### **Philosophy**

The Board of Education recognizes the importance and desirability of maintaining, developing and extending the professional skills and abilities of all members of the Board and school district management staff. The Board, therefore, encourages all trustees and personnel to participate in programs and activities which will lead to professional growth, enhancement of skills and abilities, and increased overall competencies. The Board will make provision in the annual operating budget for professional development funding.

The school district will endeavor to provide such professional development opportunities for trustees and management staff as may be practicable within financial and the individual's time constraints.

The Board has set high expectations for professional development activities and participation by the trustees and management staff to meet its goals of continuous performance improvement in their respective leadership roles by providing its commitment to programs which broadens the exposure to professional studies, theories, methods and strategies that relate to their area of expertise and interest.

### **Goals of Professional Development**

The Board recognizes the value of professional development activities to enhance each individual's professional growth as the areas of work are increasingly more demanding and complex. To be fully prepared and knowledgeable in their respective leadership roles, trustees and management staff should routinely engage in professional development opportunities and conversations within the broader education community at seminars, workshops, conventions and similar appropriate meetings.

### **Use of Professional Development Funds**

The Board supports the use of professional development funds by trustees and management staff for a broad range of activities that can provide opportunities for growth in knowledge, skills, and attributes leading to improved performance and practices. These activities will increase the effectiveness of all persons involved and should be incorporated into the operations of the Board, if beneficial to both the educational and business operations of the school district.

Funds for professional development are available to support a broad area of professional development activities, as well as, the purchase of technological devices or equipment that promote and support professional learning, growth, and development within the annual operating allocation for the individual.

Any purchase of technological devices or equipment will be subject to the ownership by the Board for a period of three (3) years at which time the individual can return any device or equipment to the school district or retain for their future personal use. During this three (3) year period, the technological devices or equipment will be depreciated to a net value of zero from the date of purchase. If the device or equipment is not returned to the school district during this time, the ownership will only transfer to the trustee or management staff when any un-depreciated value has been paid to the school district.

The expectations for the use of professional development funds are for only activities that reflect the goals of the Board, as well as, the educational needs of the individual.

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