

## **SCHOOL DISTRICT OF WAUZEKA-STEUBEN**

### **STAFF PROFESSIONAL DEVELOPMENT OPPORTUNITIES**

#### **Professional Development Goals**

The primary goals of the District's plan for professional development and the activities pursued under the plan include the following:

1. Improving instruction and learning opportunities for District students;
2. Fostering a shared and clear sense of mission, goals and priorities within the District;
3. Sharing and disseminating institutional knowledge and internal successes;
4. Providing exposure to ideas, research, and expertise from outside of the District;
5. Assessing and evaluating District programs;
6. Building internal capacity for leadership, change, and innovation;
7. Enhancing technical skills and knowledge;
8. Providing for the orientation, induction, and support of individuals who have recently obtained licensure in education and/or who are newly employed by the District;
9. Enabling consistent compliance with District policies and relevant legal requirements; and
10. Fostering a commitment toward continuous professional learning and personal development.

#### **Professional Development Planning**

Professional Development planning is a collaborative process, taking considerations and suggestions from staff members, with the ultimate responsibility being on the District Principal.

1. Professional development activities, programs and events to be conducted during the "calendar schedule" in-service days will be planned prior to the start of each school year.
2. Comprehensive professional development planning including the development of goals, as well as activities and resources both in and out of the District shall be developed on an annual basis, allowing for staff member input.
3. A prioritized list of items to be considered for in-servicing will be developed based upon District goals, and from faculty input. Topics will be covered by highest priority where possible.

The District agrees that they may contract with outside sources and agencies (CESA, Colleges and Universities, Hospitals and Clinics, etc.) to participate in areas which are considered necessary to accomplishing District goals. The cost of such sources and services will need to be budgeted.

#### **Staff Professional Development**

The Board of Education of the School District of Wauzeka-Steuben recognizes the importance of professional growth for all staff. One means through which this may be accomplished is by individual participation on committees and in meetings outside the District. While the Board wants to encourage participation on committees and attendance at various meetings, it also recognizes that limits must be set as to the amount of time staff members can profitably be away from their immediate responsibilities.

Therefore, the District Administrator is authorized to develop guidelines to approve staff participation on state committees and attendance at meetings outside the District.

Requests for "Professional Development Opportunity" leave must be approved in advance by the Principal and District Administrator. Substitute staff will be provided by the District for all approved absences. Transportation and reimbursement for expenses will be provided by the District or student organizations, in accordance with established procedures.

**Legal References:** Wisconsin State Statutes §§ 118.21 (4); 121.02 (1) (b), Wisconsin Administrative Code PI 8.01 (2) (b) and PI 34

**Adoption Date:** 8/16/1999

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