

# PROFESSIONAL STAFF DEVELOPMENT

Code **GCI** Issued **12/01**

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Purpose: To establish the basic structure for the professional development of the center staff.

The board encourages and expects all professional staff members to pursue appropriate staff development activities that will help them better meet the demands of their positions.

The board recognizes that the key to a successful educational program is a well-trained, competent staff dedicated to professional growth. Therefore, the board will include in its budget resources for providing approved inservice activities and staff development opportunities.

While professional growth through participation in ongoing staff development activities is the responsibility of all employees, the encouragement for such professional growth is a center obligation. Therefore the center should assist in the development and scheduling of appropriate staff development activities which will enable employees to effectively meet their responsibilities.

The board will maintain and support a planned, comprehensive staff development program that includes center-sponsored activities to train groups in specific areas. The program also will include workshops, seminars and course work through outside resources. The director is responsible for designing, developing and evaluating programs with the involvement of other administrators and teachers.

The board expects all professional employees of the center to participate in inservice programs. State-sponsored programs must meet national standards for professional development and focus on effective instructional leadership as it pertains to instructional leadership and school-based improvement. Part of this state-sponsored training must include instruction for administrators on the importance of school improvement councils and ways to make councils an active force in school improvement as well as a program of instruction in the essentials of constitutional protections and prohibitions as they relate to religion and public school operations.

Within budgetary limitations and staff time commitments to their jobs, the board will encourage staff members to attend outside conferences and workshops.

## **Professional development plans**

All center administrators will develop an on-going individual professional development plan with annual updates. This plan will be geared to their role or position and will support both individual growth and organizational needs as defined by the center's strategic plan or the renewal plan. Individuals completing the assessment for instructional leadership by the Assessment Center of the state department of education will develop their professional plan on the basis of that assessment.

## **Principal Induction Program**

The center will provide a director serving for the first time as a career technology education director with a formal induction program.

This program will be in conjunction with the state department of education that will assist the center in providing support and professional development for first-year career technology education director.

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Components will be based on statewide criteria and statewide performance standards for assisting, developing and evaluating principals.

The center will implement this program in accordance with state law and state board of education regulations.

Adopted 3/18/85; Revised 12/18/01

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Legal references:

A. S. C. Code of Laws 1976, as amended:

1. Section 59-3-90 - Inservice training programs for teachers.
2. Section 59-17-140 (A) - Inservice training related to religion and public school operations.
3. Section 59-24-30 - Individual professional development plans.
4. Section 59-24-50 - Continuous professional development programs.
5. Section 59-24-80 - Formal induction program for first year principals.

B. State Board of Education Regulations:

1. R 43-167 - Principal induction program.
2. R 43-165.1 - Program for Assisting, Developing and Evaluating Principal Performance.