PROFESSIONAL AND STAFF DEVELOPMENT ~~AND ASSISTANCE~~

Policy Code: **1610/7800**

The board believes a strong relationship exists between the quality of education provided to~~afforded~~ students and the competency and training of all ~~professional~~ personnel employed by the school system.~~district.~~ The board places~~attaches~~ a high priority on~~to~~ securing the most competent personnel available and, once they are employed, providing~~in assisting~~ them with opportunities for ~~in their~~ professional growth and development throughout their careers. The goal~~primary purpose~~ of professional and staff development programs and opportunities for licensed professional ~~, both for individuals and groups of~~ employees and support staff ~~,~~ is to improve the instructional program and create a safe learning environment for all students by ~~assisting teachers and other licensed personnel in~~ improving and expanding the skills of the professional staff and support personnel. ~~gaining even greater competence in their profession.~~

A. PROFESSIONAL AND STAFF DEVELOPMENT~~Orientation~~

The superintendent shall provide ongoing development opportunities for licensed and support staff and shall require participation by such~~will provide orientation activities for all newly employed~~ personnel as appropriate. ~~. Such activities will be designed to give an employee a clear understanding of his/her specific duties; an overview of the philosophy, goals and objectives of the school district; and a broad grasp of the role of the individual employee in the larger educational process of the school district and the community.~~

~~STAFF DEVELOPMENT~~

The superintendent shall seek input~~will provide ongoing professional staff development opportunities. Input~~ from employees when~~will be sought in~~ developing system~~district~~-wide programs. The principal shall seek input from school personnel when planning professional and ~~Local school~~ staff development programs for his or her school~~will be planned jointly by the principal and staff members~~.

Professional and staff~~Staff~~ development must be provided, at the system~~district~~ or school level, on the effective delivery of the required curriculum and~~,~~ the incorporation of technology into~~in~~ the student learning process~~, and on subjects clearly matched to the goals and objectives of the local safe school plans.~~

~~Staff development funds will be allocated to schools pursuant to policy 7805, Staff Development Funds~~.

B. SELF-IMPROVEMENT

Licensed ~~and professional~~ employees are expected to engage in~~responsible for~~ self-directed activities to improve their professional skills.~~improvement.~~ These employees are encouraged

to seek information and training through professionalstaff development programs as well as, reading, workshops, seminars, conferences, advanced coursework at institutions of higher learning and other opportunities in order to meet this responsibility.

C. PLANS FOR GROWTH AND IMPROVEMENT

Supervisors and principals may also may require licensed employees to enter into plans, including mandatory improvement plans established by state law and individual, monitored and/or directed growth plans established by the State Board of Education, for professional growth and improvingto improve performance. (See policy 7811, Plans for Growth and Improvement of Licensed Employees.) To be most effective, the plan should set clear expectations and facilitate clear communication between the evaluator and the evaluatee.

A performance improvement plan could involve participation in a professionalstaff development program or could encompass a variety of strategies that are related to professional growth or improving performance.

Action plans are required for all licensed employees who receive a "below standard" or "unsatisfactory" rating on a performance evaluation. Board policy 7811, Required Action Plans for Certain Licensed Employees, specifically sets forth the requirements for action plans.

A plan required by a supervisor/principal may be appealed following the grievance procedure in board policy 1750/7220 if the employee contends that (1) the plan is not likely to improve performance; (2) the supervisor/principal abused his or her discretion in developing the plan; or (3) the plan was not developed in conformance with any mandatory procedures.

D. PAYMENT OF COSTS

The school systemdistrict will consider paying reasonable costs, within budget limits, for any courses, workshops, seminars, conferences, in-service training sessions or other sessions which an employee is required to attend by the local administration., according to staff development guidelines as adopted by the district. The employee must seek prior approval for payments.

The school systemdistrict will not bear the responsibility of the cost of training taken solely for the purposes of licensure renewal.

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 *et seq*., 34 C.F.R. pt. 106; G.S. 115C-105.47(b)(9), -333, -333.1; State Board of Education Policy TCP-C-004(b)

Cross References: Grievance Procedure for Employees (policy 1750/7220),); Staff Development

~~Funds (policy 7805); Required Action~~ Plans for Growth and Improvement of~~Certain~~ Licensed Employees (policy 7811)

Adopted: December 5, 2001

Revised: March 27, 2002

Draft Revision: January 2012

PROFESSIONAL EMPLOYEES: DEMOTION AND DISMISSAL

Policy Code: **7930**

The board recognizes that an effective professional staff is critical to the smooth operations of the school systemdistrict and to creating a learning environment where students are able tocan succeed. When a licensedan employee is unable or unwilling to meet performance expectations, the supervisor and superintendent should consider whether dismissal or demotion is appropriate.

Evaluators of licensedprofessional employees are expected to follow board policies on evaluation (policy 7810, Evaluation of Licensed Employees,) and personnel files (policy 7820, Personnel Files, and policy 7811, Plans for Growth and Improvement of Licensed Employees.). Evaluators of career or probationary employees should provide the superintendent with carefully documented evidence concerning a person'sperson's inadequacies and lack of competencies when such deficiencies haveinadequacies or lack of competencies has led to the recommendation and contemplation of dismissal or demotion. These documents also should show ways in which the evaluator has endeavored to help the employee become a more effective professional. In the interest of students and the welfare of the school systemdistrict, dismissal or demotion may be pursued regardless of whether the evaluator has met these expectations, and regardless of whether the employee has first been placed on a growth plan or mandatory improvement plan, so long as the legal grounds for seeking dismissal or demotion can be sufficiently demonstrated.

All legally required or contractually agreed-upon procedures, including those prescribed in G.S. 115C-325, will be followed in the dismissal or demotion of employees. Career employees, career and probationary employees during the term of their contracts, and school administrators during the term of their contracts may be dismissed for the following reasons as outlined in G.S. 115C-325(e)(1):.

1. inadequate performance, defined in accordance with G.S. 115C-325(e)(3);

2. immorality;

3. insubordination;

4. neglect of duty;

5. physical or mental incapacity;

6. habitual or excessive use of alcohol or non-medical use of a controlled substance as defined in Article 5, Chapter 90 of the General Statutes;

7. conviction of a felony or a crime involving moral turpitude;

8. advocating the overthrow of the government of the United States or of the state of North Carolina by force, violence or other unlawful means;

9. failure to fulfill the duties and responsibilities imposed upon teachers by the General Statutes;

10. failure to comply with such reasonable requirements as the board may prescribe;

11. any cause that constitutes grounds for the revocation of a career teacher's teaching license;

12. a justifiable decrease in the number of positions due to school system reorganization or decreased enrollment provided that there is full compliance with other statutory requirements;

13. failure to maintain one's license in current status;

14. failure to repay money owed to the state in accordance with the provisions of Article 60, Chapter 143 of the General Statutes; and

15. providing false information or knowingly omitting a material fact on an application for employment or in response to a pre-employment inquiry.

Resignation by a career employee who has been recommended for dismissal under G.S. 115C-325(e)(1) is subject to the provisions of policy 7900, Resignation.

Legal References: G.S. 90 art. 5; 115C-287.1, -307, -325, -333, -333.1; 143 art. 60; 16 N.C.A.C.~~NCAC~~ 6C .0502

Cross References: Professional and Staff Development (policy 1610/7800), Staff Responsibilities (policy 7300), Job Descriptions (policy 7400), Career Status (policy 7410), ~~Professional Development and Assistance (policy 1610/7800),~~ Evaluation of Licensed Employees (policy 7810), Plans for Growth and Improvement of Licensed Employees (policy 7811), Personnel Files (policy 7820), Resignation (policy 7900), Probationary Teachers: Nonrenewal (policy 7950~~Annual Independent Audit (policy 8310~~)

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