

1 The Transylvania County Board of Education (the “board”) believes a strong relationship exists  
2 between the quality of education provided to students and the competency and training of all  
3 personnel employed by the school system. The board places a high priority on securing the most  
4 competent personnel available and, once they are employed, providing them with opportunities  
5 for professional growth and development throughout their careers. The goal of professional and  
6 staff development programs and opportunities for licensed professional employees and support  
7 staff is to improve the instructional program and create a safe learning environment for all  
8 students by improving and expanding the skills of the professional staff and support personnel.  
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10 **A. PROFESSIONAL AND STAFF DEVELOPMENT**

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12 The superintendent shall provide ongoing development opportunities for licensed and  
13 support staff and shall require participation by such personnel as appropriate. The  
14 superintendent shall seek input from employees when developing system-wide programs.  
15 The principal shall seek input from school personnel when planning professional and  
16 staff development programs for his or her school.  
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18 Professional and staff development must be provided, at the system or school level, on  
19 the effective delivery of the required curriculum. In addition, as required by policy 3220,  
20 Technology in the Educational Program, the superintendent shall plan and provide a  
21 program of technology-related professional development to prepare the instructional staff  
22 to integrate technology into the student learning process and to address other relevant  
23 issues related to the use of digital tools and resources in the instructional program.  
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25 **B. SELF-IMPROVEMENT**

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27 Licensed employees are expected to engage in self-directed activities to improve their  
28 professional skills. These employees are encouraged to seek information and training  
29 through professional development programs as well as other opportunities in order to  
30 meet this responsibility.  
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32 **C. PLANS FOR GROWTH AND IMPROVEMENT**

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34 Supervisors and principals also may require licensed employees to enter into plans,  
35 including mandatory improvement plans established by state law and individual,  
36 monitored, and/or directed growth plans established by the State Board of Education, for  
37 professional growth and improving performance. (See policy 7811, Plans for Growth and  
38 Improvement of Licensed Employees.) A performance improvement plan could involve  
39 participation in a professional development program or encompass a variety of strategies  
40 that are related to professional growth or improving performance.  
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42 **D. PAYMENT OF COSTS**

44 In an effort to attract and retain qualified personnel, and to encourage their ongoing  
45 professional growth and development, the school system may pay costs or partial costs  
46 for training in areas of special need, including financial support for advanced collegiate  
47 study and for certification by the National Board for Professional Teaching Standards.  
48 Such financial support shall be administered in accordance with regulations established  
49 by the superintendent and the school system’s budget.

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51 The school system also will consider paying reasonable costs, within budget limits, for  
52 any courses, workshops, seminars, conferences, in-service training sessions, or other  
53 sessions an employee is required to attend by the local administration. The employee  
54 must seek prior approval for payments.

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

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59 Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 *et seq.*, 34  
60 C.F.R. pt. 106; G.S. 115C-81.20(f), -81.45(d), -333, -333.1; State Board of Education Policy  
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63 Cross References: Technology in the Educational Program (policy 3220), Plans for Growth and  
64 Improvement of Licensed Employees (policy 7811)

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66 Adopted: September 21, 2015

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68 Revised: [DATE]

