

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 shall include all topics required by law or board
19 policy, including but not limited to: (1) the effective delivery of the required curriculum
20 as required by G.S. 115C-81.45(d), ~~and -81.20(f)~~, ~~and -81.57(c)~~; (2) a program of
21 technology-related professional development as required by policy 3220, Technology in
22 the Educational Program; and (3) a mental health training program, which includes all
23 components required by G.S. 115C-375.20, G.S. 115C-376.5(d), and State Board of
24 Education Policy SHLT-003 (see policies 4240/7312, Child Abuse and Related Threats to
25 Child Safety, and 6120, Student Health Services).
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27 **B. SELF-IMPROVEMENT**

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

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

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

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

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

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61 Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 *et seq.*, 34
62 C.F.R. pt. 106; G.S. 115C-81.20(f), -81.45(d), -81.57(c), -333, -333.1, -375.20, -376.5(d); State
63 Board of Education Policies EVAL-004, SHLT-003

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65 Cross References: Technology in the Educational Program (policy 3220), Child Abuse and
66 Related Threats to Child Safety (policy 4240/7312), Student Health Services (policy 6120), Plans
67 for Growth and Improvement of Licensed Employees (policy 7811)

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69 Adopted: September 21, 2015

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71 Revised: February 19, 2018 (legal references only); September 21, 2020; August 2, 2021;
72 [DATE]