
STAFF DEVELOPMENT; INSERVICE EDUCATION/VISITATIONS/CONFERENCES

The board of education recognizes its legal obligation to provide inservice activities to further the ability of the teaching staff to progress toward achievement of district goals and objectives. It is of particular concern to the board that continuing education for teaching staff provide demonstrable contributions toward student achievement of the Core Curriculum Content Standards.

The chief school administrator shall develop a comprehensive management system for staff professional improvement and shall assist staff members in the area of professional improvement by providing relevant information regarding workshops, professional meetings and course offerings.

To be in compliance with state requirements, each teacher employed in this district as of the effective date specified in code shall complete 100 clock hours of state-approved continuing professional development and/or inservice every five years. Appropriate steps toward achieving this goal shall be included in the content of each teaching staff member's annual professional improvement plan. It is the individual teacher's responsibility in accordance with district policies, to assure that a teacher meets the professional development requirement. There is no mandated financial obligation on the part of the district.

The 100-hour requirement may be satisfied through a combination of state-approved experiences including: formal courses and conferences sponsored by colleges, district boards of education, professional associations, training organizations or other entities recommended by the Professional Teaching Standards Board and approved by the Commissioner of Education. Part or the entire 100-hour requirement may be satisfied through an inservice program that has been approved by the County Professional Development Board under standards established by the Commissioner based on the recommendation of the Professional Teaching Standards Board. Completion of each actual hour of approved training shall satisfy the requirement for one hour of continuing education.

In accordance with administrative code, the board shall establish a Professional Development Committee in order to assess inservice needs and professional development opportunities and to plan and implement professional development programs to assure that the students of this district achieve the Core Curriculum Content Standards. This committee shall be comprised of four teachers, elected by the instructional staff through its majority representative and two administrative staff appointed by the chief school administrator. The committee shall include the chief school administrator as an *ex officio* member and shall solicit input from parents, community members and local business leaders. Plans developed by the committee shall be submitted for approval to the County Professional Development Board and then to the board of education. The board of education reserves the right to deny any plan that fails to advance district goals and objectives; is not conducive to student achievement of the Core Curriculum Content Standards; or contravenes current negotiated agreements, other board policies, student safety and well-being, continuity of the instructional program, or budgetary constraints.

Staff participation that may require released time and/or financial reimbursement from the board will be determined by the board of education after recommendation by the chief school administrator.

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Staff members who participate in out-of-district programs at board expense shall submit a written report highlighting the main thrust and ideas observed by the participant.

Mandated Inservice Programs

The chief school administrator shall arrange development of appropriate inservice presentations, seminars and/or workshops on affirmative action/equity, special education, child abuse, drug/alcohol abuse awareness, possible hazardous substances in the workplace and other topics specifically required by federal or New Jersey law.

Date: MAY 8, 2006

Legal References:

<u>N.J.S.A.</u> 18A:27-4	Power of boards of education to make rules governing employment of teacher, etc.; employment thereunder
<u>N.J.S.A.</u> 18A:7A-11	Annual report of local school district; contents; annual report of commissioner;
<u>See particularly:</u> <u>N.J.S.A.</u> 18A:7A-11e <u>N.J.S.A.</u> 18A:30-7	Report on improvement of basic skills Power of boards of education to pay salaries
<u>N.J.S.A.</u> 18A:31-2	Attendance at conventions of New Jersey Education Association
<u>N.J.S.A.</u> 18A:40A-3	Initial inservice training programs; curriculum; availability
<u>See particularly:</u> <u>N.J.S.A.</u> 18A:40A-3a, -18c <u>N.J.A.C.</u> 6:3-4.1	Supervision of instruction: observation and evaluation of nontenured teaching staff members

Legal References: (continued)

<u>N.J.S.A.</u> 34:5A-10	Workplace surveys and hazardous substance fact sheets; update; copies of employee health and exposure records; request for copies
<u>N.J.S.A.</u> 34:5A-13	Education and training program; certification of programs and person duration; renewal; fees; rules and regulations; violations; penalties
<u>N.J.A.C.</u> 6:3-4.3	Evaluation of tenured teaching staff members
<u>N.J.A.C.</u> 6:8-4.3	Quality assurance
<u>N.J.A.C.</u> 6:8-4.8	Teaching staff and professional development
<u>N.J.A.C.</u> 6:28-1.2	Plans for special education
<u>N.J.A.C.</u> 6:29-1.1 <u>et seq.</u>	Health, safety and physical education
<u>See particularly:</u>	
<u>N.J.A.C.</u> 6:29-1.1, -1.2(b)1vi, 1.3(a), -2.4(f), -2.5(b), -9.2(a)6, -10.3(b)11	
<u>N.J.A.C.</u> 6:29-9.1 <u>et seq.</u>	The reporting of allegations of child abuse
<u>N.J.A.C.</u> 6:29-10.2	Adoption of policies and procedures
<u>N.J.A.C.</u> 6:31-1.8	Inservice training

Manual for the Evaluation of Local School Districts (June 1993)

Multi-year Equity Plan for 1996-97 through 1998-99, SDOE
Bureau of Equal Educational Opportunity, Doc. #MISM260040699

Cross References:

4115	Supervision
4116	Evaluation
4133	Travel/reimbursement
4231/4231.1	Staff development; inservice education/visitations/conferences
5131.6	Drugs, alcohol, tobacco (substance abuse)
5141	Health
5141.4	Child abuse and neglect
6142.2	English as a second language; bilingual/bicultural
6171.3	At-risk and Title 1
6171.4	Special education

