

SUPERVISION/PROFESSIONAL DEVELOPMENT

The Superintendent or his/her designee will ensure development of procedures for observation and supervision of all employees so that optimum support is provided for the educational program. Such observation and supervision will not be limited to that which is required for effective performance evaluation, and will be in accordance with any provisions for same in any collective bargaining agreement.

In addition, the Board believes that continuing training and study is essential to the improvement of employee performance and the acquisition of technological skills. The Board encourages its employees to participate in appropriate training programs.

The Superintendent or his/her designee will prepare procedures for employee request for participation in programs of job skill improvement. The procedures will include methods of reporting and verifying claims for participation in such activities, and timelines for such requests.

The Board will reimburse employee requests for attendance at training programs provided participation has been approved in advance by the Superintendent or his/her designee and the Board.

This policy will be distributed to each non-certified staff member at the beginning of his/her employment.

Date: May 8, 2006

Date Revised: February 28, 2011

Legal References:

N.J.S.A. 18A:11-1	General mandatory powers and duties
N.J.S.A. 18A:54-20	Powers of board (county vocational schools)
Manual for the Evaluation of Local School Districts	

Possible
Cross References:

2131	Chief school administrator
4112.6	Personnel records
4116	Evaluation
4115	Supervision/Professional Development
4117.41	Nonrenewal
4131/4131.1	Staff development; in-service education/ visitations/ conferences
4216	Evaluation
42117.41	Nonrenewal