

All professional educators shall engage in efforts to maintain high standards of individual excellence. Such efforts shall include keeping current in each specific and applicable area of instruction, Board-approved curriculum, as well as continuing study of the art of pedagogy. The School Board shall delegate to the Administration the task of annually establishing and overseeing the implementation of a comprehensive professional development plan in order to provide learning and development opportunities for the District's licensed staff, including administrators. The comprehensive plan may be established and updated collaboratively with the assistance of licensed support staff, instructional staff, and administrative staff.

Primary goals of the professional development plan and activities pursued under the plan include the following:

1. Improving instruction and learning opportunities for all District students;
2. Fostering a shared and clear sense of the vision and mission, goals and priorities within the District;
3. Sharing and disseminating institutional knowledge and internal successes;
4. Providing exposure to ideas, research, and expertise from outside of the District;
5. Assessing and evaluating District programs;
6. Building internal capacity for leadership, change, and innovation;
7. Enhancing technical skills and knowledge;
8. Enabling consistent compliance with District policies and relevant legal requirements;
and
9. Fostering a commitment toward continuous professional learning and personal development.

In particular years, or as applied to particular staff positions, the professional development plan and activities pursued under the plan may focus primarily on one or several of the above goals.

The professional development programming that is provided in the District shall be managed and delivered at various levels, including District-wide programming, building-based programming, and programming that is specific to particular functions, skills, or subjects.

The plan may also include components that allow means for the identification and pursuit of individualized activities that focus on personal needs, goals and interests that directly benefit student learning. Such individualized components may be coordinated, for example, through formative personnel evaluations and assessments, through individual goal-setting activities, or through the stages and procedures related to licensure.

The District Administrator shall regularly inform the Board regarding the annual development, review, and implementation of the professional development plan for licensed staff.

LEGAL REF.: 120.12, 121.02 Wisc. Statute

Wisconsin Administrative Code PI 8.01(2)(b), PI 34.03, PI34 Subch.V

ADOPTED: 01/08/01
AMENDED: 03/04/13