

Staff Development - Licensed

The Board recognizes the importance of continued educational experiences and other professional growth activities as a means to improve job performance. Continual work toward professional growth will be expected of all licensed staff members.

Professional development activities may include, but are not limited to, college courses, workshops, curriculum planning, research, travel, supervision of teacher trainees and other activities approved by the supervisor. Professional development offerings from the ESD may be planned to help licensed employees meet the requirements of their licenses. The ESD will provide appropriate reasonable accommodations to ensure such training, whether provided by the ESD or through ESD contracts with third parties, is made available for qualified employees with disabilities.

Requests for release time for attendance at meetings or conferences may be approved as deemed appropriate by the ESD and with the stipulation that:

1. requests are to be submitted sufficiently in advance to permit administration consideration.
2. where release time is granted, a report will be submitted to the administration after such meeting or conference. Where such meetings or conferences are devoted primarily or exclusively to organizational or business affairs of associations of teachers, political workshops, training sessions for consultation committees and like activities, it is not considered appropriate for the Board to expend ESD funds.

Each individual licensed employee is solely responsible for ensuring accurate completion of the professional development required for licensure. Once a licensed employee completes licensure requirements, the employee must submit evidence to the employee's supervisor. The supervisor will verify that the licensed employee has successfully completed the professional development requirements of their licensing agency.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)
[ORS 329.125](#)
[ORS 329.704](#)
ORS 334.125
[ORS 342.138](#) (3)
[ORS 342.856](#)

[OAR 581-024-0245](#)
[OAR 584-018-0205](#)
[OAR 584-255-0010](#) to 0030

Clackamas Intermediate Education ESD Education Association v. Clackamas Intermediate Education ESD,
Case No. C-141-77, 3 PECBR 1848 (1978).

Eugene Education Association v. Eugene School ESD 4J, Case No. C-93-79, 5 PECBR 3004 (1980).

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2006).
Americans with Disabilities Act Amendments Act of 2008.