

PROFESSIONAL DEVELOPMENT
REQUIRED STAFF DEVELOPMENT

DMA
(LOCAL)

INDUCTION

All teachers new to the District shall be assigned a mentor and shall successfully complete a District-sponsored two-year induction program. Scheduled induction activities shall be conducted for teachers new to the District. Attendance at these activities is mandatory and failure to attend could affect future employment in the District.

DEFINITION —
MASTER'S DEGREE

An approved master's degree is defined as one in a teaching field in which a teacher has a valid teaching certificate or a master's degree in education from an accredited university with at least 12 graduate hours in a subject area or teaching field(s) in which the teacher currently teaches or is certified to teach. Master's degrees in an educationally related field or degrees not in the field of education shall be reviewed for approval on an individual basis.

PROFESSIONAL
DEVELOPMENT

All teachers shall complete a minimum of 30 clock hours (four days) of professional development during the professional development calendar year and shall be compensated by the District for such training at a rate approved by the Board. The professional development requirement shall be prorated based on an employee's start date. The training shall be job-specific, may relate to individual teacher goals, and must be approved by the District. This training shall not occur during any time designated by the District for other required activities.

All other employees of the District on pay grades 800 and above shall complete 30 clock hours (four days) of professional development each professional development calendar year. This training shall be job-specific and shall be approved by the employee's immediate supervisor prior to participating in the training. Employees who choose to complete their professional development training on noncontract time shall not be paid for these hours.

SANCTIONS FOR
NONCOMPLIANCE

Failure to comply with this policy may affect the employee's annual performance appraisal and may affect his or her future employment in the District.

DEFINITION OF
TEACHER

For the purpose of this policy, the term teacher includes all full-time classroom teachers and any other position deemed by the District to have any direct teaching responsibilities for students.

DEFINITION OF
PROFESSIONAL
DEVELOPMENT
CALENDAR YEAR

For the purpose of this policy, the professional development calendar year shall be defined as the first day after the close of the school year to the last day of the following school year.