

THE SCHOOL DISTRICT OF SOUTH ORANGE AND MAPLEWOOD, NEW JERSEY

TEACHING STAFF MEMBERS

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Professional Development

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3240 PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS

The Board of Education encourages all teaching staff members to pursue a program of continuing professional development by course work or matriculation in institutions of higher learning, participation in workshops and conferences, membership in professional organizations, and/or independent scholarship.

The Superintendent may permit teaching staff members to visit other schools and classrooms; attend local, regional or national conferences; and participate in committees, workshops and panels, both within and outside the district. Such activities must demonstrate a nexus between the activity and the employee's professional responsibilities. Requests for participation in such professional development opportunities must be submitted in writing to the Superintendent or designee for approval and are subject to any procedures agreed upon between the Board and any collective bargaining unit. ~~Approvals are also based upon the negotiated agreements.~~ In addition, the Board of Education must approve all travel expenditures in accordance with N.J.S.A. 18A:11-12 and the State of New Jersey Department of the Treasury, Office of Management and Budget Circulars 08-19-OMB and 06-14-OMB (OMB Circulars) and any superseding circulars and any additional requirements set forth in N.J.A.C. 6A:23A-7 et seq.

A teaching staff member who has been granted time off and/or reimbursed for professional development activity shall submit to their Supervisor with a copy to the Business Administrator within ten working days a brief written report of the activity including the primary purpose of the travel, the key issues addressed and their relevance to improving instruction or the operations of the district.

All active teachers, defined as staff whose positions require possession of the instructional or educational services certificates in accordance with N.J.A.C. 6A:9-8, 10,11, and 13 and all active school leaders serving on a permanent or interim basis whose positions require possession of the Chief School Administrator, Principal, or Supervisor endorsement in accordance with N.J.A.C. 6A:9-12 shall comply with the professional development as outline in J.J.A.C. 6A:9-15.1 et seq. ~~Pursuant to N.J.A.C. 6:11-13.1, each active teacher (a teacher who requires an educational or educational services certificate) shall be required to complete 100 clock hours of State-approved continuing professional development and/or in-service every five years. Professional activities/meetings referenced in this policy shall align with the Professional Teaching Standards Board (N.J.A.C. 6A:9-3.3).~~

~~The Superintendent shall prepare and distribute to all teaching staff members regulations governing professional development activities. The Superintendent shall assess staff development effectiveness by evaluating its impact on the achievement of all students and shall report regularly to the Board on the professional development activities of teaching staff members.~~

~~N.J.S.A. 18A:31-2; 18A:6-11~~

~~N.J.A.C. 6A:9-3.3; 6A:9-15.2; 6A:9-15.3; 6A:13-2.1~~

To meet the professional development requirement, each teacher shall be guided by an individual Professional Development Plan (PDP), which shall include at least twenty hours per year of qualifying

activities as outlined in N.J.A.C. 6A:9-15.4. The PDP shall be developed by each teacher's supervisor in consultation with the teacher and shall align with the Professional Standards for Teachers in N.J.A.C. 6A:9-3 and the Standards for Professional Learning in N.J.A.C. 6A:9-15.3. The PDP shall be effective for one year and shall include, at least the minimum requirements outlined in N.J.A.C. 6A:9-15.4(c).

- School-level professional development planning and implementation shall be in accordance with the requirements of N.J.A.C. 6A:9-15.5. District-level professional development planning and implementation shall be in accordance with N.J.A.C. 6A:9-15.6.

- Implementation of the professional development requirement for school leaders shall be in accordance with N.J.A.C. 6A:9-15.7 and 15.8.

- The Board of Education shall comply with the monitoring and assistance requirements as outlined in N.J.A.C. 6A:9-15.9.

- The Board shall monitor and enforce the professional development requirements for teachers and school leaders set forth in N.J.A.C. 6A:9-15 et seq. and shall actively assist and support the provision of opportunities and resources, and the efforts by teachers and school leaders to meet the professional development requirements.

- N.J.S.A. 18A:31-2; 18A:6-111
N.J.A.C. 6A:9-3.3; 6A:13-2.1; 6A:9-15.1 et seq.

Cross Reference: 4240

Initial Adoption: May 3, 2010

First Reading: June 16, 2014~~April 19, 2010~~

Second Reading: ~~May 3, 2010~~

Latest Adopted: ~~May 3, 2010~~