

SCOTLAND BOARD OF EDUCATION
Board Policy

Personnel

Personnel Certified Staff Development

"Staff development" is viewed by the Board of Education as a continuous systematic effort to improve educational programs in this school district through (1) staff involvement in organized program planning, implementation and evaluation efforts, and (2) activities to upgrade the knowledge and ability of the total school staff.

Teachers must constantly review curricular content, teaching methods and materials, educational philosophy and goals, social change and other topics related to education. The Board of Education recognizes that it shares with its certified staff responsibility for the upgrading and updating of teacher performance and attitudes. The Board of Education supports the principle of continuing training of teachers and the improvement of instruction.

All employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties. Special effort shall be made to prepare teachers and other school personnel to meet the needs of students to diverse cultural and ethnic backgrounds. Planning and implementation of such programs shall be done cooperatively by administration, teachers and parent advisory groups.

Staff development activities should respond directly to the educational needs of the student body, including, (a) content areas (b) methodological areas such as motivation, teaching techniques, and classroom management, and (c) effective areas of interpersonal relations of students and faculty, pupil growth and development and staff communication, problem solving, and decision making.

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Personnel (Continued)

Personnel Certified Staff Development (Continued)

The Superintendent may, at his discretion, and in accordance with applicable collective bargaining agreements, provide the staff with opportunities in areas such as the following:

1. Released time and leaves of absence for travel and study.
2. Visits to other classrooms and other schools.
3. Conferences involving other personnel from the district, county, state, region and nation.
4. Membership in committees drawing personnel from such sources.
5. Training classes and workshops offered within the district.
6. Further training at, or in cooperation with, institutions of higher learning, as provided by law.
7. A full, up-to-date professional library for the certified staff, made available for optimum reference use.
8. Professional educational conferences.

Legal Reference: Connecticut General statutes
 10-27 Exchange of professional personnel and students.
 10—220a In-Service training.
 10-226g Intergroup relations training for teachers.
 10—145b Teaching Certificates.

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