

Staff Development

Professional Growth and Development for Non-administrative Staff

Additional training and study are prerequisites for continued growth and effectiveness of staff members. It is also necessary for staff members with increased responsibilities and new demands. Staff are encouraged to gain additional job-related skills through special study or in-service training.

The District will provide an orientation for all new staff.

Teachers who are new to the District will be provided an induction program to ensure they are familiar with District initiatives.

The District will provide staff with ongoing professional development to support continuous improvement.

Professional Growth and Development for Administrators

The Board recognizes that training and study for administrators contribute to their skill development necessary to better serve the needs of the District. Each year the Superintendent or designee will develop an administrative in-service program based upon the needs of the district, as well as the needs of individual administrators.

Tuition Reimbursement for Non-Represented Administrators

The West Valley School District Board of Directors supports professional development for non-represented administrators. Up to \$1,500 reimbursement for tuition-based professional development may be included in annual contracts for non-represented administrators. On or before September 1st of each year, the Superintendent will present to the Board for their review a list of administrators eligible for the reimbursement. This annual reimbursement limit will be reviewed by the Board periodically to ensure consistency with represented administrators (principals) in the District. Tuition-based professional development may include subscriptions to professional journals, in-service, professional certificate expenses, and professional conference expenses held outside the district subject to the approval of the Superintendent.

Cross References:

Board Policy 5005

Employment: Disclosures,
Certification Requirements,
Assurances and Approval
Evaluation of Staff

Board Policy 5240

Legal References:

RCW 28A.415.040

In-Service Training Act of
1977 — Administration of
funds — Rules —
Requirements for local
districts — In-service
training task force

5520
Personnel

WAC 181-85-075	Continuing education requirement
WAC 181-85-200	In-service education approval standards
WAC 392-121-255	Definition — Academic credits
WAC 392-121-257	Definition — In-service credits
Chapter 392-192 WAC	Professional development programs
Chapter 392-195 WAC	School personnel— In-service training program
SSSB 5082, Chapter 386	Laws of 2019 Social-Emotional Learning— Committee, Standards, and Benchmarks
SSB 5044, Chapter 197	Laws of 2021 Public Schools, Equity, Etc. Training
Management Resources:	2021 – June Issue 2011 – December Issue

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