## Staff Development

1. 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 may participate in the state In-Service Training Act of 1977.

The district shall develop and adopt a professional growth program.

Each holder of a professional education certificate, except those exempted by State Board of Education regulation, shall complete 150 hours of continuing education study every five years, in order to maintain his or her certificate.

2. 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 school district. Each year the Superintendent shall develop an administrative in-service program based upon the needs of the district, as well as the needs of individual administrators.

3. Tuition Reimbursement for Non-Represented Administrators

The West Valley School District Board of Directors supports professional development for nonrepresented 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. Tuitionbased 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

Board Policy 5270 **Evaluation Staff** 

Legal References: RCW 28A.415.040 In-service training act

> WAC 180-85-075 Continuing education requirement WAC 180-85-200 In-service education approval standards

WAC 392-195 In-service training program WAC 392-121-255 Definition -- Academic credits WAC 392-121-257 Definition -- In-service credits

Professional Growth

WAC 392-192

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