

The board encourages employees to attend and participate in professional development activities to maintain, develop, and extend their skills. The board will maintain and support an in-service program for employees. Professional development activities will include activities that promote and/or teach about compliance with applicable laws.

For all professional development programs the district requires employees to take, the district will provide notice indicating the section of the law, or rules adopted by the state board of education or board of educational examiners that the district determines requires the employee to participate in the professional development program.

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, is made to the superintendent, or superintendent designee. Approval of the superintendent, or superintendent designee, must be obtained prior to attendance by an employee in a professional development program when the attendance would result in the employee being excused from their duties or when the school district pays the expenses for the program.

The superintendent, or superintendent designee, will have discretion to allow or disallow employees to attend or participate in the requested event. When making this determination, the superintendent, or superintendent designee, will consider the value of the program for the employee and the school district, the effect of the employee's absence on the education program and school district operations and the school district's financial situation as well as other factors deemed relevant in the judgment of the superintendent, or superintendent designee.

*NOTE: This is a mandatory policy.*

Date of Adoption: 9/25/19

Reviewed: 2/28/22

Amended: 10/23/23