

**PROFESSIONAL DEVELOPMENT**

The Board requires all licensed personnel to participate in professional development.

**Professional Development Plan**

The Superintendent or his/her designee shall develop a professional development plan ~~that contains all components required by law and that is~~ based on a district needs assessment, which will be conducted through methods such as, but not limited to, surveys and/or input from instructional staff. The Superintendent or his/her designee shall establish professional development goals based on the findings of the needs assessment. Professional development activities will be aligned with these goals and may include inservice workshops, a professional library, short-term professional leave, and assistance from consultants. All professional development activities shall be within district budgetary perimeters.

The professional development plan shall be evaluated ~~based on in accordance with law, and the Superintendent or his/her designee shall establish~~ specific plan evaluation criteria ~~developed by the Superintendent~~. Student achievement and performance shall be one factor used in evaluating the plan.

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**Complementary Documents**

- DHBA-AR, Professional Leave Guidelines

**End of Dickinson School District #1 Policy DHBA ..... Amended: 09/12/11; Revised**