

TERRELL COUNTY BOARD POLICY
Professional Development

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To provide an opportunity for all Terrell County school officials and personnel to continue their development throughout their careers, the Terrell County Board of Education adopts the following:

- I. The Superintendent shall designate a person to coordinate the staff development program.
- II. An advisory committee will be selected to assist the staff development coordinator in carrying out activities.
- III. A comprehensive plan for staff development will be developed which shall contain the following major components:
 - A. A process whereby needs are identified for certified and non-certified individuals based not only on performance evaluations and states of professional growth but also on evaluations of the effectiveness of instructional programs;
 - B. Staff development programs planned and scheduled that address identified needs of all public school officials and personnel;
 - C. An evaluation system (including procedures, forms, etc) that not only evaluates the success of each activity but also the effectiveness of the total staff development program. This design must also account for the extent to which staff development programs effectively address deficiencies and other needs identified through the annual evaluations of personnel; and
 - D. The plan shall provide the staff with opportunities in areas such as the following:
 1. Visits to other classrooms and other schools.
 2. Conferences involving other personnel from the school system, county, state, region, or nation.
 3. Membership in committees
 4. Training in classes and workshops offered within the school system.
 5. Further training in institutions of higher learning.
 - E. An allocation of sufficient funding from all sources to support staff development programs in the Comprehensive Staff Development Plan.
- IV. Professional development programs will be evaluated to determine success and effectiveness. Records of personnel participation will be maintained.

Study/Personal Development

The fundamental goals of all in-service activities encouraged or sponsored by the school system shall be the continuing improvement of instructional and allied services to be achieved through the professional growth of its personnel.

School system sponsored study, as distinguished from regular college course study, is to be addressed specifically to local school needs, and, as a rule, shall be presented in the school system. Otherwise, level of content, academic standards, as well as time and work requirements may be similar to those usually associated with course offerings in accredited college and university school programs.

In addition, certificated personnel will, to the extent possible, be provided opportunities for personal development activities, which may be carried on individually with financial support for such activities from the school system.

In-Service Training

In-service training is the means by which employees keep up with current knowledge in their field of work, acquire new skills, and generally improve their performance on the job. All employees are expected to take advantage of opportunities for such experiences provided for staff members.

On occasion, participation in in-service activities may be required of employees in order to fulfill the duties of the position held and/or to improve skills to the degree necessary to merit continuation of employment.

The Board believes that continued educational improvement on the part of its professional staff is essential to the quality of education in the Terrell County Schools. It therefore encourages staff members to seek improvement through institutions of higher education, through advanced degrees, and/or by participation in further development certification renewal activities provided by the system. It further requires that the certification renewal plan instituted by the system be operated in such manner as to: (1) meet or exceed State and other regulatory agency requirements; (2) be systematically reviewed by the professional staff; (3) include periodic status reports by the Superintendent to the Board which justify any recommended changes. Staff members are encouraged to further their professional training through teacher training programs leading to advanced degrees or expanded certification during the summer months. They should participate in such activities during the school year only so long as it does not lessen their efficient performance of regular duties.