

Series 3000 Personnel
Section 3100 General Provisions
Policy 3110 - Professional Staff Development

3110.1 Statement of Purpose

The Harrison County Board of Education recognizes the need to provide a high quality work environment. Ongoing professional staff development for all personnel is essential to enhancing improved teaching and student learning. Professional staff development should be a continuous, developmental process ultimately based on staff needs. All professional staff, under contract, is required to participate in ~~eighteen clock hours~~ of job-related staff development each year.

3110.2 What is staff development?

Staff development consists of professional, educational training options to meet the needs of county educational systems. The training options will aid teachers in keeping informed on current educational trends and teaching techniques. Staff development complements and extends the teacher education component by providing alternatives for fulfilling the professional and personal growth of public school personnel. These alternatives represent the means available to professional personnel to develop and expand individualized and job related competencies and to prepare for new educational roles and job assignments after initial professional or vocational certification.

3110.4 CE is offered as part of the employee's work day, as scheduled by the school principal and curriculum team and designated on the official school calendar of Harrison County Schools. Attendance is expected as part of the work day.

3110.5 County Responsibility

3110.5.1 County boards of education shall establish a professional staff development council and shall implement a comprehensive system of staff development.

3110.5.2 The county board of education shall make available an amount at least equal to one tenth of one percent of the amount provided in accordance with section four, article nine, and chapter eighteen of State Code 126-149-3. Such funds shall be credited to the professional staff development council to fulfill its objectives. Any funds remaining in this account at the end of the fiscal year shall remain in this account and be used solely for staff development.

3110.6 Principles of Operations

- 3110.6.1 The Board establishes the general implementation process for staff Development activities in the county school system. The staff development program provides for job-related training for school personnel in the school calendar.
- 3110.6.2 County boards of education and county professional staff development councils shall incorporate the following components and governing principles of operation in their county staff development by laws.
- 3110.6.3 The process of planning school and/or county staff development initiatives to promote teaching and learning, shall include but not be limited to the following:
 - 3110.6.3.1 Individual school, county, regional, state, national and international Priorities.
 - 3110.6.3.2 Multiple input sources such as state board goals and objectives, student test scores, faculty senate recommendations, and county board policies to identify program needs.
 - 3110.6.3.3 Needs based objectives.
 - 3110.6.3.4 Activities that provide for individual needs as well as groups such as local school improvement councils, faculty senates and school curriculum teams.
 - 3110.6.3.5 A systematic evaluation process for the delivery, quality, and impact of staff development.

Approved: Harrison County Board of Education

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