

## PROFESSIONAL GROWTH

### PHILOSOPHY

The process of education is continuous. Accelerated change, increased volumes of knowledge, new technology, discovery in the fields of humanity and learning, and additional insights in education present new problems and promises for all professional members. It is our belief that a coordinated staff development effort, on the part of the school board, administrators, and professional staff members will, in effect, ensure that adequate and appropriate measures are taken to provide the students of the school district of Colby, the best possible instruction using proven up-to-date methods.

Staff development education includes all of the collectively or individually planned experiences that contribute to the professional growth and personal enrichment of every member of the instructional staff. It is planned and implemented to meet the needs of each of its participants in light of the carefully selected goals unique to each school district and its individual staff members.

### OBJECTIVES

- A. Capacity-building within each instructor.
- B. To provide for continual learning.
- C. To maintain professional currency.
- D. To increase efficacy.
- E. To develop technical and pedagogical skills.
- F. To instill educational best practice.
- G. To embrace dimensions of learning.

### NECESSARY FUNDS AND TIME

Funds and time will be made available for the planning, development and implementation of the staff development program. It is also agreed that the school district may contract with outside agencies (CESA, or universities) to participate in areas which are considered staff development and which contribute to the professional growth goals, providing costs for such service shall be incorporated into the approved budget.

LEGAL REFERENCE: Wisconsin Stats. 121.02(1)(b)

Wisconsin Administrative Code PI-8.01(2)(b)

CROSS REFERENCE: Rule #537 – Professional Growth Plan

Exhibit(1) #537 – Pre-approval Form for Payment for Staff Development Activities Outside of School Hours

Exhibit(2) #537 – Staff Development Workshop Proposal Form