

537 PROFESSIONAL STAFF DEVELOPMENT

Philosophy

The Williams Bay School District recognizes the vital importance of a cooperatively planned and well-executed staff development program designed to aid all personnel to keep abreast with the constantly changing needs of society and education.

Such staff development shall be planned and designed to facilitate the development and growth of the total educational program. It is recognized that staff development is an ongoing process that must be continually planned and evaluated to ensure continuity and validity of program development.

Each professional staff member shall be expected to participate each school year in professional learning activities appropriate to the school district, site-based plans, and individual professional assignments.

Definition of Professional Staff Development

All of the designed activities that foster the personal and professional development of every member involved in the educational process comprise staff development in the Williams Bay School District. It is used as a vehicle for cooperatively solving problems inherent in learning and improvement through communication with the people involved. Professional learning requests may include the following activities when they are related to individual professional assignments or school and district goals for improvement. Provided district/building budgets support the activities:

- Participation in conferences, clinics, institutes, or workshops
- Advanced study in accredited colleges or universities
- District supported micro-credentials
- Participation in curriculum review/development process
- Observation of instruction, demonstration, or performance of skilled professionals in other school settings.

Professional Staff Development Goals

The local program should serve to create a higher standard by:

- Providing district professional employees with professional growth opportunities on both a group and individual basis

- Improving instructional quality in the district.
- Promoting two-way communications within the district.
- Meeting identified needs of the district, students, staff, community, and school board.
- Providing time to reflect upon and develop the effectiveness of the professional staff and provide for program evaluation and feedback.

LEGAL REFERENCE: Wisconsin Statutes 121.02 (1)(b) (School District Standards),
Wisconsin Administrative Code PI 8.01 (2)(b), PI 34

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