

North River School District #200

Board Policy

No 5340

Staff Development

Additional training and study are prerequisites for continued growth and ability to understand increased responsibility and/or to satisfy new demands facing the staff member. Staff are encouraged to gain additional job-related skill through special study or in-service training.

To strengthen and enhance the skills of staff, the district shall:

1. Conduct a staff needs assessment to be reviewed and updated at least every two (2) years;
2. Establish a district in-service committee representative who will identify the in-service training needs of staff, community and higher education and goals of the district;
3. Develop a plan to meet the needs of staff; and
4. Evaluate the program in terms of program improvement.

To receive credit for special study or in-service training, the follow conditions must be satisfied:

1. Credit must be awarded by an institution accredited for such purposes by the state of Washington;
2. The program of study shall be such that it shall result in improving the staff member's knowledge, technique or job skills in the field in which he/she is currently employed.

Unless otherwise specified, courses and in-service programs conducted or sponsored by the district are not eligible for credit; neither are in-service activities performed during school hours as an integral part of employment.

Staff who seek credit for approved study shall submit a record and description of the course to the personnel office.

Legal Ref: RCW 28A.71.210 In-service training act
WAC 180-85-200 In-service education approval standards
392-195 In-service training program

Adopted: January 12, 1993