

Continuing Professional Development Program

The Board recognizes the need for continuing professional development (CPD) for all licensed employees in order to enhance professional performance and thereby promote achievement of high standards for all students. The Board further supports the licensure requirements set by the Teacher Standards and Practices Commission (TSPC) for license renewal as identified in OAR Chapter 584, Division 090.

Each licensed employee, excluding licensed substitutes, will select one of two models, a district CPD plan or an individual CPD plan. In both CPD plan models, the employee shall select a CPD advisor who is approved by his/her supervisor. The supervisor may be the CPD advisor. It is the responsibility of the employee to fulfill the requirements of his/her CPD plan as identified in OAR 584-090-0020.

A district CPD plan for licensed professionals shall have written goals, which are consistent with the Board's goals, the Board's policy on curriculum development, IF - Curriculum Development and Review, the consolidated district improvement plan (CDIP), and/or the school improvement plan (SIP). This CPD program will be implemented through training activities offered on school improvement days scheduled throughout a given school year. A licensed employee's district CPD plan shall be developed collaboratively between the employee and his/her supervisor.

An individual CPD plan for licensed professionals shall have written goals, which are consistent with TSPC suggested activities and will be developed by the employee. A licensed employee's individual CPD plan will be reviewed by his/her supervisor.

The Board directs the superintendent or designee to develop administrative regulations to implement the intent of this policy.

END OF POLICY

Legal Reference(s):

[ORS 329.095](#)
[ORS 329.125](#)
[ORS 329.704](#)

[ORS 342.135 \(2\)\(a\)](#)
[ORS 342.138 \(3\)](#)

[OAR 581-022-0606](#)
[OAR 581-022-1720](#)
[OAR 584-090-0001 to -0060](#)

Clackamas Intermediate Education District Education Association v. Clackamas Intermediate Education District, Case No. C-141-77, 3 PECBR 1848 (1978).

Eugene Education Association v. Eugene School District 4J, Case No. C-93-79, 5 PECBR 3004 (1980).

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).