

PROFESSIONAL GROWTH AND ADVANCED TRAINING

- I. The Port Washington-Saukville School District Board of Education believes that education is a profession. As a result, there is a personal responsibility for ongoing professional growth and training and there should be a direct connection between an educator's work in the classroom/assignment and their professional development training.
- II. The District also believes that the requirement to provide ongoing high quality job embedded professional development to staff members in a school setting is clearly tied to improving instruction and student success. To lay the foundation for this belief, the District has committed time and resources for scheduled early release, in-service training, and professional growth days. As a result, these days will be exclusionary from personal leave time unless otherwise approved by the Superintendent.
- III. Salaried employees are expected to participate in professional growth and enrichment activities outside the normal school day to become better educators and keep current in the areas such as curriculum development, technology, wellness, varied instructional strategies, etc. to better facilitate educational outcomes for their students.
- IV. In addition, the Board encourages professional staff members to participate in advanced graduate credit programs to enhance instruction and student learning. Therefore, the Board supports additional performance compensation for approved advanced graduate credit programs as outlined in Administrative Guidelines 3242 and 3120.02.

Legal References:

121.02(b), Wis. Stats.

P.I. 8.01(2)(b), Wis. Adm. Code

Cross References:

Board Policy 3120 – Employment of Professional Staff

Board Policy 3220 – Evaluation of Professional Staff

Administrative Guideline 3120 – Hiring Procedures

Administrative Guideline 3120.02 – Graduate Credit Advancement on Pay Scale

Administrative Guideline 3242 – Continuing Education Program Approval Chart

Port Washington-Saukville School District Employee Manual

Adopted: 6/18/01

Revised: 11/12/12; 8/12/13; 3/12/15

The Port Washington-Saukville School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Special Services, Port Washington-Saukville School District, 100 W. Monroe Street, Port Washington, WI 53074 - Duane.Woelfel@pwssd.k12.wi.us