

# South Coast Education Service District

Code: **GCL/GDL**  
Adopted: 5/14/13  
Readopted: 4/8/14  
Revised: 5/9/17  
Reviewed: 9/25/17  
Readopted: 2/13/18  
Orig. Code(s): GCL/GDL

## **Staff Development**

The Board recognizes the need for continued upgrading and updating of performances of all employees. To this end, the Board expects employees to participate in educational and training programs designed to achieve these purposes.

Professional development activities may include, but are not limited to, college courses, workshops, curriculum planning, individual research, travel, supervision of teacher trainees and other activities approved by the superintendent or designee. Professional development offerings from the ESD may be planned to help licensed employees meet the requirements of their licenses. The South Coast Education Service District (SCESD) will provide appropriate, reasonable accommodations to ensure training, whether provided by the SCESD or through SCESD contracts with third parties, is made available for qualified employees with disabilities.

Requests for release time for attendance at meetings or conferences may be approved by the superintendent or designee as deemed appropriate by the ESD and with the stipulation that:

1. Requests are to be submitted sufficiently in advance to permit the superintendent or designee consideration; and
2. Where release time is granted, a written report will be submitted to the administration after such meeting or conference. Where such meetings or conferences are devoted primarily or exclusively to organizational or business affairs of associations of teachers, political workshops, training sessions for consultation committees and like activities, it is not considered appropriate for the Board to expend ESD funds.

Each individual licensed employee is solely responsible for ensuring accurate completion of the professional development required for licensure.

### **TSPC-Licensed Employee**

Once a TSPC-licensed employee completes licensure requirements, the employee must submit evidence to the human resource office which will verify that the licensed employee has successfully completed the professional development requirements on the Teacher Standards and Practices Commission (TSPC) Professional Educational Experience Report (PEER) form.

END OF POLICY

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**Legal Reference(s):**

[ORS 329.095](#)

[ORS 329.125](#)

[ORS 329.704](#)

[OAR 581-018-0105](#)

[OAR 581-018-0205](#)

[OAR 581-024-0245](#)

[OAR 584-090-0100 to-0120](#)

Clackamas IED Assn. v. Clackamas IED, No. C-141-77, 3 PUB. EMPL. COLL. BARG. REP. 1848 (ERB 1978).

Eugene Educ. Ass'n v. Eugene Sch. Dist. 4J, No. C-93-79, 5 PUB. EMPL. COLL. BARG. REP. 3004 (ERB 1980).

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).

Americans with Disabilities Act Amendments Act of 2008.