

**PROFESSIONAL DEVELOPMENT PLAN**

The Board requires all licensed and ancillary personnel to participate in professional development contained in law and required by the District.

The Superintendent shall recommend professional development content areas appropriate for school staff to the Board. The Board will designate professional development for the District. Professional development must include the training required under NDCC 15.1-21-12.1, but may also include other content areas, including behavioral, physical, or mental health.

**Professional Development Plan**

The Superintendent shall develop a professional development plan based on professional development requirements and a district needs assessment, which will be conducted through methods such as, but not limited to, review of performance evaluations, surveys and/or input from instructional staff. The Superintendent shall establish professional development goals based on the professional development requirements and findings of the needs assessment. Professional development activities will be aligned with these goals and may include in-service workshops, a professional library, short-term professional leave, and assistance from consultants. All professional development activities shall be within district budgetary parameters.

The professional development plan shall be evaluated based on specific plan evaluation criteria developed by the Superintendent or designee. Student achievement and performance shall be one factor used in evaluating the plan.

**End of Starkweather Public School Policy DGGA .....Adopted: March 2024**