

STAFF PERSONNEL

Series 400

POLICY TITLE LICENSED EMPLOYEE PROFESSIONAL LEARNING No. 408.1

The board encourages licensed employees to attend and engage in professional learning experiences to maintain, develop, enhance and implement best practice instructional strategies. The board will maintain and support an in-service program for licensed employees. Professional development activities will include activities that promote and/or teach about compliance with applicable Iowa laws.

For all professional development programs the district requires employees to take, the district will provide to the employee notice indicating the section of the law, or rules adopted by the state board of education or board of educational examiners that the district determines requires the employee to participate in the professional development program.

Requests for attendance or engagement in a learning experience, sponsored by the school district, will be made using the JCSD Professional Learning Request process. According to the JCSD Professional Learning Request process, approval must be obtained prior to attendance by a licensed employee in a professional learning experience when the attendance would result in the licensed employee being excused from their duties or when the school district pays the expenses for the program.

The JCSD Professional Learning Request process will provide guidance for decisions to allow or disallow licensed employees to attend or participate in requested learning experiences. The JCSD Professional Learning Request process considers the value of the professional learning for the licensed employee and the school district, the effect of the licensed employee's absence on the education program and school district operations and the school district's financial situation as well as other factors deemed relevant in the judgment of the JCSD Professional Learning Request process.

Legal Reference: Iowa Code § 279.8; .74,
281 I.A.C. 12.7; 83.6

Cross Reference: 414.9 Classified Employee Professional Purposes Leave

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