

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: September 8, 2009

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **CONSIDERATION OF THE PROPOSED CHANGES TO BOARD OF EDUCATION POLICY 4131 – PROFESSIONAL GROWTH**

ORIGINATOR: Dr. Joe A. Hairston, Superintendent

RESOURCE

PERSON(S): Barbara Bisset, Executive Director, Department of Professional Development

RECOMMENDATION

That the Board of Education approves the proposed changes to Policy 4131.
This is the third reading.

Attachment I – Policy Analysis
Attachment II – Policy 4131

**Policy Analysis for
Board of Education Policy 4131
Professional Growth**

Statement of Issues or Questions Addressed

Board of Education Policy 4131 needs to be revised, because it includes outdated references to Maryland statutes and concepts that do not reflect current research and practices in the field of professional development. The policy is being revised to reflect the *Guide to High Quality Professional Development* established to address Phi Delta Kappa audit recommendations.

Cost Analysis and Fiscal Impact on School System

No fiscal impact is anticipated by this revision.

Relationship to Other Board of Education Policies

Board of Education Policy 4132, *Support for Professional Activities*

Legal Requirements

Annotated Code of Maryland, Education Articles §6-112, 6-118, 6-119, 6-177

Similar Policies Adopted by Other School Systems

1. Carman-Ainsworth Community Schools (Flint, MI), Policy 48532, *Professional Development*
2. St. Francis Independent School District (Minnesota), Policy 319, *Staff Development for Standards*

Also reviewed:

1. "A Framework for Reviewing Professional Development Policies and Practices," U.S. Department of Education Publication, June 1995
2. "Narrow the Focus, Expand the Possibilities," National Staff Development Council, *Journal of Staff Development*, Summer 2007, Vol. 28, No. 3.
3. "Building Bridges: The Mission & Principles of Professional Development," U.S. Department of Education, Goals 2000.
4. "Maryland Teacher Professional Development Standards," Maryland State Department of Education, 2007.

Draft of Proposed Policy

Attached

Other Alternatives Considered by Staff

No other alternatives were considered

Timeline:

- First reading – July 14, 2009
- Public comment – August 11, 2009
- Third reading – September 8, 2009

PERSONNEL: Professional

Professional Growth

[All employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

The Superintendent of Schools shall provide the staff with opportunities for participation in activities such as the following:

1. Released time and leaves of absence for travel and study
2. Visits to other classrooms and other schools
3. Conferences involving other personnel from the county, state, or nation
4. Membership on committees
5. Training, classes, and workshops offered within the system
6. Further training in institutions of higher learning.

A full, up-to-date professional library for the professional staff shall be available for optimum reference use.

The budget of the Board of Education shall include funds to help defray inservice growth expenses for employees. Determination of inservice growth activities and participants will be made by the Superintendent of Schools.

The Board shall provide funds for professional members of the administration and supervisory staff to attend meetings or conventions upon request to and approval by the Superintendent of Schools.]

I. PROFESSIONAL DEVELOPMENT

- A. THE BOARD OF EDUCATION OF BALTIMORE COUNTY (BOARD) RECOGNIZES THE IMPORTANCE OF DEVELOPING, MAINTAINING, AND ENHANCING THE SKILLS OF ALL STAFF MEMBERS.
- B. THE BOARD DIRECTS THE SUPERINTENDENT TO ESTABLISH MECHANISMS THAT PROVIDE PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR PERSONNEL BEYOND THAT WHICH CAN BE ATTAINED THROUGH THE PERFORMANCE OF THEIR ASSIGNED DUTIES.

POLICY 4131

Legal Reference: *Annotated Code of Maryland*, Education Article §6-112, 6-117, 6-118, 6-119

RELATED POLICIES: BOARD OF EDUCATION POLICY 4132, *SUPPORT FOR PROFESSIONAL ACTIVITIES*

Policy
Adopted: 8/29/68
REVISED: _____

Board of Education of Baltimore County