

DICKSON COUNTY BOARD OF EDUCATION

Monitoring: Review: Annually, in April	Descriptor Term: In-Service and Staff Development Opportunities	Descriptor Code: 5.113 Rescinds: 5.113	Issued Date: November 29, 2018 Issued: 97-26-12
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Professional Development

Professional Development (In-Service) is a program of planned activities designed to increase the competencies needed by all personnel in the performance of their responsibilities. Competencies are defined as the knowledge, skills, and attitudes which enable personnel to perform their tasks with maximum effectiveness.¹

The Board may pay expenses of selected personnel who participate in the training sessions conducted by the State Department of Education.

The Director of Schools shall involve central office personnel and others in developing the system-wide staff development program and schedule.

Professional Employees

The Director of Schools/Designee shall assess system-wide needs, establish priorities, develop objectives, design activities, and evaluate the professional development program.²

Professional Development credit shall not be given during teaching hours, while participating in activities paid by the Board, nor while performing duties which are required as part of teaching assignments. Individuals who miss professional development activities without prior approval of the Director of Schools shall have their last salary payment adjusted to compensate for the day(s) missed.

Support Personnel

The immediate supervisor shall be responsible for providing professional development trainings. Absences to attend meetings relating to the employee's job description may be granted by the Director of Schools without loss of pay to the employee.

¹ State Department of Education Guidelines for Planning Approvable Professional Development Activities, 1983; TCA 49-6-3004(c)(1)

² State Department of Education Guidelines for Planning Approvable Professional Development Activities, 1983; TCA 49-6-3004(c)(1)