

Policy Code: 1610/7800 Professional Learning

The board believes a strong relationship exists between the quality of education afforded students and the competency of professional personnel employed by the school district. The board attaches a high priority to securing the most professional personnel available and, once they are employed, in assisting them in their professional growth and development throughout their careers. The primary goal of professional learning, both for individuals and groups of employees, is to improve the instructional outcomes and to create a safe learning environment for all students by improving and expanding the skills of the professional staff and support personnel.

A. Professional Learning

The superintendent will provide ongoing learning opportunities for staff, and shall require participation by such personnel as appropriate.

Professional development shall include all topics required by law or board policy, including but not limited to: (1) the effective delivery of the required curriculum as required by [G.S. 115C-81.45\(d\)](#) and [- 81.20\(f\)](#); (2) a program of technology-related professional learning as required by policy 3220, Technology in the Educational Program; and (3) in even numbered years, a two-hour child sexual abuse and sex trafficking education and awareness training program for all school-based personnel working directly with students, including teachers, instructional support personnel, classified personnel, principals, and assistant principals in grades PK-12, as required by [G.S. 115C-375.20.](#), and other personnel working directly with students including district personnel and school volunteers. Input from staff members will be sought in developing district-wide programs. School-based professional learning programs will be planned jointly by the principal and staff members.

B. Self-Improvement

Employees are expected to engage in self-directed activities to improve their professional skills. Employees are encouraged to seek information and training through professional learning programs as well as other opportunities in order to meet this responsibility (e.g., as reading, workshops, seminars, conferences, and/or advanced course work at institutions of higher learning).

C. Plans for Growth and Improvement

Licensed employees are required to enter into a professional growth plan as established by the State Board of Education (an individual, monitored, or directed growth plan – see policy 7811, Plans for Growth and Improvement of Licensed Employees for descriptions of each). Supervisors and principals also may require licensed employees to enter into mandatory improvement plans, established by state law. A performance improvement plan could involve participation in a professional learning program or could encompass a variety of strategies that are related to professional growth or improving performance.

D. Payment of Costs

The district will consider paying reasonable costs, within budget limits, for any courses, workshops, seminars, conferences, in-service training sessions or other sessions which an employee is required to attend by the local administration. The employee must seek prior approval for payments.

The district will not bear the responsibility of the cost of training taken solely for the purposes of

licensure renewal.

Legal Reference: Title IX of the Education Amendments of 1972, [20 U.S.C. § 1681](#) *et seq.*, [34 C.F.R. pt. 106](#); [G.S. 115C-333](#), [-333.1](#), [-375.20](#); State Board of Education Policy [EVAL-004](#)

Cross Reference: Technology in the Educational Program (policy 3220), Child Abuse – Reports and Investigations (policy 4240/7312), Plans for Growth and Improvement of Licensed Employees (policy 7811)

Adopted: 6/6/02

Revised: March 15, 2012, 5/1/17, 5/26/20, 9/3/2020, 2/15/2024

Chapel Hill-Carrboro Schools
