

# RUMSON SCHOOL DISTRICT      POLICY 4131/4131.1

## Rumson, New Jersey

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### STAFF DEVELOPMENT; INSERVICE EDUCATION/VISITATIONS/CONFERENCES

The board of education recognizes its legal obligation to provide inservice activities to further the ability of the teaching staff to progress toward achievement of district goals and objectives. It is of particular concern to the board that continuing education for teaching staff provide demonstrable contributions toward student achievement of the Core Curriculum Content Standards and the Rumson School District Mission Statement.

The superintendent shall develop a comprehensive management system for staff professional improvement and shall assist staff members in the area of professional improvement by providing relevant information regarding workshops, professional meetings and course offerings.

To be in compliance with state requirements, each teacher employed in this district as of the effective date specified in code shall complete 100 clock hours of state-approved continuing professional development and/or inservice every five years. Appropriate steps toward achieving this goal shall be included in the content of each teaching staff member's annual professional improvement plan.

The 100-hour requirement may be satisfied through a combination of state-approved experiences including: formal courses and conferences sponsored by colleges, district boards of education, professional associations, training organizations or other entities recommended by the Professional Teaching Standards Board and approved by the Commissioner of Education. Part or all of the 100-hour requirement may be satisfied through an inservice program that has been approved by the County Professional Development Board under standards established by the Commissioner based on the recommendation of the professional Teaching Standards Board. Completion of each actual hour of approved training shall satisfy the requirement for one hour of continuing education.

In accordance with administrative code, the board shall establish a Professional Development Committee in order to assess inservice needs and professional development opportunities and to plan and implement professional development programs to assure that the students of this district achieve the Core Curriculum Content Standards. This committee shall be comprised of four teachers, elected by the instructional staff through its majority representative and two administrative staff appointed by the superintendent.

The committee shall include the superintendent as an ex officio member and shall solicit input from parents, community members and local business leaders. Plans developed by the committee shall be submitted for approval to the County Professional Development Board and then to the board of education. The board of education reserves the right to deny any plant hat fails to advance district goals and objectives; is not conducive to student achievement of the Core Curriculum Content Standards; or contravenes current negotiated agreements, other board policies, student safety and well-being, continuity of the instructional program, or budgetary constraints.

Staff participation that may require released time and/or financial reimbursement from the board will be determined by the board of education after recommendation by the superintendent.

Mandated Inservice Programs

The superintendent shall arrange development of appropriate inservice presentations, seminars and/or workshops on affirmative action/equity, special education, child abuse, drug/alcohol abuse awareness, handling blood and body fluids, possible hazardous substances in the workplace and other topics specifically required by federal or New Jersey law

Date: March 20, 2002

Legal References:

<u>N.J.S.A.</u> 18A:7A-11	Annual report of local school district; contents;
<u>See particularly:</u>	annual report of commissioner; report on
<u>N.J.S.A.</u> 18A:7A-11e	improvement of basic skills
<u>N.J.S.A.</u> 18A:27-4	Power of boards of education to make rules governing employment of teacher, etc.: employment thereunder
<u>N.J.S.A.</u> 18A:30-7	Power of boards of education to pay salaries
<u>N.J.S.A.</u> 18A:31-2	Attendance at conventions of New Jersey Education Association

Legal References: (continued)

N.J.S.A. 18A:40A-3 Initial inservice training programs; curriculum; availability

See particularly:

N.J.S.A. 18A:40A-3a, - 18c

N.J.S.A. 34:5A-10 Workplace surveys and hazardous substance fact sheets; file; update; copies of employee health and exposure records; request for copies

N.J.S.A. 34:5A-13 Employee education and training program; certification of programs and persons; duration; renewal; fees; rules and regulations; violations; penalties

N.J.A.C. 6:3-1.6 Reporting and staffing of school districts

N.J.A.C. 6:3-4.1 Supervision of instruction: observation and evaluation of non-tenured teaching staff members

N.J.A.C. 6:3-4.3 Evaluation of tenured teaching staff members

N.J.A.C. 6:11-13.1 et seq. Required Professional Development for Teachers

N.J.A.C. 6:29-1.1 et seq. Health, Safety and Physical Education

See particularly:

N.J.A.C. 6:29-1.1, -1.2(b)  
1vi, 1.3(a), -2.4(f), -2.5(b)  
-9.2(a)6, -10.3(b) 11

N.J.A.C. 6:29-9.1 et seq. The Reporting of Allegations of Child Abuse and Neglect

N.J.A.C. 6:29-10.2 Adoption of policies and procedures

N.J.A.C. 6A:14-1.2(b) 13 District eligibility for assistance under IDEA Part B

N.J.A.C. 6A:15-1.8 Inservice training

N.J.A.C. 6A:24-1.1 et seq. Urban Education Reform in the Abbott Districts

See particularly:

N.J.A.C. 6A:24-2.2, -4.1,  
-4.2, -6.1

N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts

Manual for the Evaluation of Local School Districts (August 2000)

Multi-year Equity Plan for 1996-97 through 1998-99, SDOE

Bureau of Equal Educational Opportunity, Doc. #MISM260040699

Cross References:

4115 Supervision

4116 Evaluation

Cross References: (continued)

4133	Travel/reimbursement
4231/4231.1	Staff development; inservice education/visitations/conferences
5131.6	Drugs, alcohol, tobacco (substance abuse)
5141	Health
5141.4	Child abuse and neglect
6142.2	English as a second language; bilingual/bicultural
6171.3	At-risk and Title 1
6171.4	Special education

