

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

The East Baton Rouge Parish School Board recognizes that a program of professional development and education is important for the constant professional growth and improvement of an employee. Therefore, professional personnel shall be encouraged to keep up with new developments and take part in development opportunities in their academic fields and to cultivate an open mind and an experimental attitude toward current educational practices.

The School Board shall require all certified and professional personnel to develop long-term professional growth plans to strengthen or enhance job performance. Such plans serve to strengthen job performance of all certified personnel and enhance the students' learning experiences. Professional growth plans may be written to extend beyond one school year. These plans shall be based on objectives developed collaboratively by evaluatee and evaluator. The plans shall be reviewed by September 15 and updated by May 15 annually.

The following guidelines shall be utilized in the development of professional growth plans.

1. Professional growth plans should be developed at the beginning of the evaluation period.
2. Professional growth plans shall be based on objectives developed collaboratively by the evaluatee and evaluator. The successful teacher shall not be mandated to participate in any one professional growth activity.
3. A plan of action and evaluation criteria shall be specified for each objective.
4. For successful experienced personnel, objectives may be used to explore new untried, innovative ideas or projects.
5. The evaluator(s) and evaluatee(s) must sign and date each completed professional growth plan prior to dissemination and filing.
6. The evaluator and the evaluatee must maintain a copy of all completed forms.

Ref: La. Rev. Stat. Ann. '17:24.1; Louisiana Handbook for School Administrators, Bulletin 741, Louisiana Department of Education.