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**SECTION 3.18 STAFF INSERVICE AND PROFESSIONAL DEVELOPMENT**

The Board of Education recognizes the responsibility of the District to provide opportunities for continual professional development of staff members, so that they remain aware of current educational research, materials, and teaching methods. The professional development program of the District will include District inservice training workshops, professional growth days, minimum days, and conference attendance.

**Inservice Training**

Inservice training workshops will be based upon District instructional needs and input from staff members. Both outside and in-house consultants may be used.

**Professional Growth Days**

Professional Growth Days may be designated each year. These are days in which school is not in session and staff members participate in a variety of activities aimed at increasing their professional competencies.

**Visitations**

At times, staff members may visit other districts or other schools within this District to observe exemplary programs in action.

**Conference Attendance**

Participation in professional conferences and workshops by members of the Board and the staff is beneficial to the students of the District. Provision shall be made for District representation at recognized conferences.

Requests for all conferences, other than those within the County of San Diego, shall be submitted to the Board of Education for approval. Plans and recommendations for conferences within the County of San Diego shall be approved at the discretion of the Superintendent or designee. Budgetary appropriations for this function shall be at the discretion of the Superintendent.

Written conference summary reports shall be periodically presented to the Board for information.

**Minimum Days**

Student contact with teachers has always been a priority and value in this District. On occasion, minimum days will be scheduled to facilitate professional development and schoolwide planning.