

PROFESSIONAL DEVELOPMENT
REQUIRED STAFF DEVELOPMENT

DMA
(LOCAL)

**Preamble:
Transformation of
Professional
Development**

In support of the District's goal to improve human capital, we, the Houston ISD Board of Education, believe that staff members must be provided with rigorous professional development opportunities that are aligned with identified needs of the individual. ~~In accordance with a data-driven culture, an individual's professional development needs are identified, in part, by review and consideration of value-added data.~~

Staff Development

The District shall support the continued professional development of its employees by providing staff development opportunities to ensure that each employee is prepared to successfully contribute in their role in reaching the overall goal of increasing student achievement. Staff development activities shall be rigorous and targeted at identified deficiencies as indicated by student performance data.

Definition

"Staff development" shall be defined as the facilitation of activities that assist staff members to increase their capacity through continual improvement of their job-related skills, knowledge, and performance. Staff development may include models that foster effective practices such as individually guided models, observation-assessment models, development/improvement process models, inquiry models, training models, and other models meeting school/administrative and/or District/department needs.

The District shall provide, and employees may be required to participate in, staff development opportunities to increase knowledge and enhance skills and to be prepared to successfully perform their duties and responsibilities, as well as to address their individual needs as identified through their performance evaluations and/or needs assessments.

Decisions regarding staff development needs shall include, but not be limited to, consideration of student performance and value-added data. All staff development throughout the District shall be in alignment with the District's statement of beliefs and visions, the goals of the District Improvement Plan, including District initiatives, and the school/administrative District/department improvement plan. All staff development shall focus on improving and/or supporting student achievement. [See policies at BQA, BQB]

**Staff Development
Plan**

The Superintendent shall recommend the District's professional development plan for all District employees. The Board shall annually review the professional development clearinghouse published by the State Board for Educator Certification (SBEC) and annually approve the District's professional development plan. The District's professional development plan must:

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1. Be guided by the SBEC clearinghouse training recommendations;
2. Note any differences in the District's plan from the clearinghouse recommendations; and
3. Include a schedule of the required professional development for all District employees.

Effective Date

~~This policy shall be effective as of the adoption date, August 11, 2022.~~