

**- CERTIFIED PERSONNEL -****Professional Development****PROGRAM TO BE PROVIDED**

The Board shall provide a high quality, personalized, and evidence based professional development (PD) program that meets the goals established in [KRS 158.6451](#), the Every Student Succeeds Act (ESSA), and in the local needs assessment. At the direction of the Superintendent and in conjunction with each school, the PD coordinator shall facilitate the development and implementation of this program for all certified employees. Programs may also include classified staff and parent members of school councils and committees.

The PD program for the District and each school shall be incorporated into the Comprehensive School/District Improvement Plan. Prior to the implementation of the program, the school PD plan shall be made public, and the District PD plan shall be posted to the District web site.

**STAFF INPUT**

Through service on committees, staff members shall participate in the planning of PD.

Each school council shall develop, in cooperation with the PD coordinator, a needs assessment to determine appropriate professional development for the District and for each school.

**ALTERNATIVE PROGRAM**

Under procedures developed by the Superintendent, teachers shall have the option of participating in the alternative professional development program. All such experiences shall conform to the District's master PD plan and shall take place outside regular school calendar work days or time.

**DOCUMENTATION**

The school/District PD plan shall include the method for evaluating impact on student learning and using evaluation results to improve professional learning.

The professional development program shall be evaluated on a regular basis. Documentation of completed professional development, ~~including a written evaluation~~, shall be required. Unless an employee is granted leave under an appropriate Board policy, failure to complete and document the required hours of professional development during the academic year shall result in a reduction in salary and may be reflected in the employee's evaluation.

**EDUCATIONAL STUDY SEMINARS**

All certified staff must complete six (6) Educational Study Seminars within the first three (3) years of employment. Completion of the Educational Study Seminars program is a condition of continued employment with the Ft. Thomas Board of Education.

**REFERENCES:**

[KRS 156.095](#); [KRS 156.553](#)  
[KRS 158.070](#); [KRS 158.645](#); [KRS 158.6451](#); [KRS 160.345](#)  
[704 KAR 003:035](#); [704 KAR 003:325](#)  
P. L. 114-95 (Every Student Succeeds Act of 2015)

**RELATED POLICIES:**

03.1911; 09.22

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