

The Cherokee County Board of Education's Instructional Program Philosophy - Educational Accountability and School Improvement Policy (IA) demands rigorous standards of performance for all students based on curriculum aligned with the student curriculum standards and appropriate assessments. This expectation requires a dynamic, ongoing and sustained, comprehensive process for professional development. This process systemically supports the School District's Major System Priorities with a focus on individual and organizational growth. Accordingly, the Standards for Professional Practice, developed by Learning Forward, will be used for the provision of results-driven professional development, which is standards-based, job embedded and collaborative.

The School District will provide ongoing professional development, that is aligned with Rules approved by Georgia Professional Standards Commission (PSC) and the Georgia Department of Education and demonstrates the impact of professional learning on educator and student performance.

The annually required State Consolidated LEA Improvement Plan (CLIP) and the District Improvement Plan (DIP), with the professional development component and supporting budgets included, will be submitted by the School District for approval by the Georgia Department of Education (GaDOE).

I. PROFESSIONAL DEVELOPMENT FUNDS

Funds for professional development may be expended as directed by State Board of Education Rule.

II. STIPENDS

Stipends for completion of specified professional learning may be awarded and payment made only if the following conditions exist;

- a. The Superintendent has authorized the stipend program, and it is contained within the School District's annual budget.
- b. There is evidence that the knowledge, skills, practices and dispositions gained from the professional development activity are aligned to an approved individual plan, or a school or district initiative and/or product, and/or specific goals; and
- c. There is evidence that the knowledge, skills, practices and dispositions developed in or facilitation of professional development have been implemented/demonstrated in the classroom/work setting; and
- d. Participation occurs beyond regular contract hours, days or school year.

III. STIPEND ELIGIBILITY

State and federal funds will not be used to pay stipends to School Board Members or to school council members who are not employees of the School District.

REVISED: July 21, 2016

REVISED: July 19, 2018

Cherokee County Board of Education