

#### **401.8 PROFESSIONAL GROWTH AND STAFF DEVELOPMENT**

The Board encourages all staff to attend and participate in professional development activities to maintain, develop, and extend their skills. The board will maintain and support an inservice program for licensed employees.

For all professional development programs the district requires employees to take, the district will provide to the employee notice indicating the section of the law, or rules adopted by the state board of education or board of educational examiners that the district determines requires the employee to participate in the professional development program.

Requests for attendance or participation in a development program, other than those development programs sponsored by the school district, shall be made to the superintendent. Approval of the superintendent or designee must be obtained prior to attendance by an employee in a professional development program when the attendance would result in the employee being excused from their duties or when the school district pays the expenses for the program.

The superintendent or designee shall have the discretion to allow or disallow employees to attend or participate in the requested event. When making this determination, the superintendent will consider the value of the program for the employee and the school district, the effect of the employee's absence on the education program and school district operations, and the school district's budget as well as other factors deemed relevant in the judgment of the superintendent. Requests that involve unusual expenses or overnight travel must also be approved by the superintendent.

LEGAL REF: Iowa Code 279.8;  
281 I.A.C. 12.7; 83.6

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