

**STAFF DEVELOPMENT
(PD 5 Year Plan)**

The Gore Board of Education believes that it has a responsibility to provide opportunities for the continual growth of its professional staff. Such opportunities shall include, within budgetary limitation, special in-service training courses and workshops as recommended by a staff development committee and/or the board. Staff members are encouraged to seek additional and higher degrees, to obtain further certification, and to become more proficient not only in their subject area, but also in their ability to handle discipline, to motivate students, and to cope with both personal and job-related stress.

The staff development committee shall be composed of classroom teachers, administrators, and parents.

A majority of the committee shall consist of classroom teachers who will be selected from a list provided to the board by the Gore Association of Classroom Teachers. The administrators shall be selected by the board from a list provided by the superintendent. Parents shall be selected by the board from a list provided by the administration and the staff development committee.

A 5 year plan is hereby established by district PD guidelines and OSDE requirements to meet all PD requirements for certified staff. This plan will include IDEA PD requirements and shall include:

- a) an analysis of local needs for personnel development for personnel serving students with disabilities, including the number of personnel providing special education and related services, such as speech-language pathologists, occupational therapists, physical therapists, and educational interpreters, and relevant information on current and anticipated personnel vacancies and shortages. This analysis must also include information regarding the number of personnel with temporary certification or not fully certified, and the extent of certification or retraining necessary to eliminate these shortages.
- b) The District will annually evaluate staffing needs and requirements to meet all mandates. The district will provide personnel and or services in the following categories: speech-language pathologists, occupational therapists, physical therapists, and educational interpreters.
- c) The district will evaluate facility needs, support staff needs (paraprofessionals), materials, equipment, and scheduling for all students and staff. This district will annually update all identified needs to provide complete services for all staff and students.
- d) This evaluation will be done annually at the end of each school year. The administration will work with the district special education director, PD committee, and OSDE to implement and update all identified needs.

REFERENCE: 70 O.S. §6-157 et seq