

Policy Code: 1610/7800 Professional Learning

The Wake County Board of Education believes a strong relationship exists between the quality of education provided to students and the competency and training of all personnel employed by the school system. The Board considers the time a teacher is provided for working and planning for instruction and participating in professional learning to be vital. The Board places a high priority on securing the most competent personnel available and, once they are employed, providing them with opportunities for professional growth and development throughout their careers. The goal of professional learning opportunities for licensed professional employees and support staff is to improve the instructional program, create a safe learning environment for all students, and expand the skills of all personnel.

A. Professional Learning

The Superintendent shall provide ongoing development opportunities for licensed and support staff and shall require participation by such personnel as appropriate. Teachers shall be given an opportunity to participate in professional learning programs. Renewal credit will be granted in accordance with state regulations. Earning renewal credits is a professional responsibility. While WCPSS provides many opportunities for professional learning, it is the employee's responsibility to find and participate in appropriate learning opportunities to renew their licenses. The principal shall use multiple measures of data and seek input from school personnel to address and appropriately align professional learning needs. Professional learning shall be scheduled to promote a balance of school and district requirements with the vital need for individual time for teachers to work and plan on teacher workdays. The Superintendent or, for school-based professional learning, the principal shall have the authority to readjust the schedule when circumstances require it.

Professional learning must be provided, at the system and school level, on the effective delivery of the required curriculum by G.S. 115C-81.45(d) and -81.20(f), and ~~must also include a mental health training program, which includes all components required by in even-numbered years, a two-hour child sexual abuse and sex trafficking education and awareness training program for teachers, instructional support personnel, principals, and assistant principals in grades K-12, as required by~~ G.S. 115C-375.20, G.S. 115C-376.5(d), and State Board of Education Policy SHLT-003 (see policies 4240/7312, Child Abuse and Related Threats to Child Safety, and 6120, Student Health Services). In addition, the Superintendent shall plan and provide a program of technology-related professional learning to prepare the instructional staff to integrate technology into the student learning process and to address other relevant issues related to digital literacy and the use of digital tools and resources in the instructional program. Professional learning offered in WCPSS at the system and school level shall be developed using the best practices in instructional design for adult learners, led by qualified personnel, aligned with the [WCPSS Standards for Professional Learning](#), and monitored, evaluated, and documented.

B. Self-Directed Improvement

Licensed employees are encouraged to engage in self-directed activities to improve their professional skills. These employees are encouraged to seek information and training through professional learning programs as well as other opportunities in order to meet this responsibility.

C. Plans for Growth and Improvement

Supervisors and principals also may require licensed employees to enter into plans, including mandatory improvement plans established by state law and individual, monitored and/or directed growth plans established by the State Board of Education, for professional growth and improving performance. A performance improvement plan could involve participation in a professional learning program or encompass a variety of strategies that are related to professional growth or improving performance.

D. Payment of Costs

The school system will reimburse employees for reasonable costs, within budget limits, for any courses, workshops, seminars, conferences, in-service training sessions, or other sessions an employee is required to attend by the local administration. Reasonable costs include mileage or common carrier costs, subsistence, and conference registration fees. The employee must seek prior approval for payments. The school system will not bear the responsibility of the cost of training taken solely for the purposes of licensure renewal.

Legal References: Title IX of the Education Amendments of 1972, [20 U.S.C. §1681 et seq.](#), [34 C.F.R. pt. 106](#); G.S. 115C-81.20(f), -81.45(d), -333, [-333.1](#), -375.20, [-376.5\(d\)](#); State Board of Education Policies EVAL-004, [SHLT-003](#)

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Wake County Board of Education