

**Professional Development**

The Board recognizes the importance of professional development opportunities for new and experienced administrators. As educational leaders in the school system, administrators' active participation in professional development provides positive role models for other staff and students. Formal acknowledgement of the importance of these responsibilities leads to sustained professional growth and learning among administrative staff, which will, in turn, benefit the school community.

A philosophy that promotes continued learning for all educators should permeate professional development programs and practices. The philosophy should address specific needs relative to the role of the administrator.

1. Special efforts should be made to encourage women and minorities to seek administrative positions.
2. For new administrators, a comprehensive orientation program should include the provision of mentor support from experienced administrators, and development of an individualized professional growth plan that targets priority learning needs.
3. For experienced administrators, flexible professional development opportunities should be entertained, allowing for career advancement support and long-term areas of professional pursuit.

All administrators should be offered professional growth opportunities and educational practices that serve to increase diversity and equality in the school community.

**Board Adopted: November 13, 2013**