Washington County School District
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District Policy 1905

Paid Professional Hours for Educators (HB 396 / UCA 53F-7-202)

Washington County School District - Adopted 12-9-2024

1. Purpose

The purpose of this policy is to establish a framework for providing additional paid professional hours for educators within the Washington County School District. This initiative aims to enhance educators' skills, improve instructional practices, and ultimately increase student achievement. This policy is aligned with UCA 53F-7-202, which provides funding for paid professional hours for eligible educators.

2. Policy

The Washington County School District is committed to the continuous professional development of its educators. The district will provide compensation for professional development hours to eligible staff which are: general and special education teachers, counselors, school administrators, specialists, school psychologists, speech-language pathologists, and audiologists. Professional development activities will be aligned with academic goals and focus on improving educational outcomes for all students.

3. Procedures

3.1. Eligibility and Funding

3.1.1. The district will receive funding from the state board to provide paid professional hours for eligible educators as defined by UCA 53F-7-202.

3.1.2. Eligible staff will be informed of the available funding and professional development opportunities at the start of each school year.

3.2. Professional Development Planning

3.2.1. Each eligible educator must:

• Collaborate with their principal to create a Professional Development Plan (PDP) before October 1 of each year.

•. The PDP should outline specific professional development activities to be pursued during the school year.

3.3. Types of Acceptable Activities

3.3.1. Professional development activities may include, but are not limited to:

• Workshops and training sessions on instructional strategies.

• Collaborative planning time for curriculum development.

• Data analysis to inform instruction.

• Attendance at relevant conferences or seminars.

• Peer observations and feedback sessions.

3.4. Documentation and Reporting

3.4.1. Educators must document their professional development activities and hours accrued.

3.4.2. By June 1st, educators are required to meet with their principal detailing:

• The professional development activities completed.

• The impact of these activities on their teaching practices and student outcomes.

3.5. Monitoring and Evaluation

3.5.1. The district will regularly monitor the implementation of professional development activities and gather feedback from educators to assess their effectiveness.

3.5.2. Evaluation results will be used to refine future professional development opportunities.

3.5.3. Those who meet the requirements will be paid in their June paycheck.

3.6. Review and Compliance

3.6.1. This policy will be reviewed annually to ensure compliance with state law and to incorporate feedback from educators and stakeholders.