

## DELETE POLICY

The District shall provide a comprehensive system of professional development for all employees. To this end opportunities are provided to employees based on an assessment of their needs. Ultimately, the growth of the individual, the campus, and the entire organization results in improved student learning, which is the District's goal.

### NEW TEACHER ASSISTANCE PROGRAM (NTAP)

Teachers new to teaching and experienced teachers new to the District shall participate in the year-long New Teacher Assistance Program (NTAP), which assists the teacher with District expectations, procedures, and programs.

### TEACHER CAREER CURRICULUM

A teacher career curriculum shall be provided for beginning teachers that starts with the second phase of the NTAP and proceeds through designated basic, intermediate, and advanced courses. All teachers may enter this progressive program.

### STAFF DEVELOPMENT NEEDS IDENTIFIED

Each year, the staff development needs of the District shall be identified and addressed in the campus improvement plans, the District improvement plan, and the work of the staff development advisory council. Staff development training hours may be considered through District or campus waivers submitted and approved by TEA.

The District may credit the teacher six hours of compensatory time toward other training hours as listed in the Education Code and Texas Administrative Code, or other professional training planned or sponsored by the District (staff development credit). These hours may be exchanged for three hours of designated campus compensatory time and/or three hours of designated District compensatory time.

### ALLOCATION OF FUNDS AND TIME

The District shall provide allocation of funds and time in the school calendar to implement the staff development activities. The Superintendent and other administrative staff shall be responsible for implementing the plans.

### NONDUTY HOURS

The Board authorizes the administration to conduct work sessions during the summer in order to develop courses of study and teacher guides, and to plan staff development activities. Teachers selected to participate receive an hourly compensation as established by the District.

In addition, teachers may be remunerated for working after school hours or on Saturdays during the school year.

PROFESSIONAL DEVELOPMENT  
REQUIRED STAFF DEVELOPMENT

DMA  
(LOCAL)

In some instances, teachers may be released to work on these projects during the regular teaching day. Under this condition, they are not eligible to receive an additional hourly compensation.