

## **General Personnel**

### **Staff Development Program**

The Superintendent or designee shall implement a staff development program. The goal of such program shall be to update and improve the skills and knowledge of staff members in order to achieve and maintain a high level of job performance and satisfaction. Additionally, the development program for licensed staff members shall be designed to effectuate the District and School Improvement Plans so that student learning objectives meet or exceed goals established by the District and State.

The staff development program shall provide, at a minimum, at least once every two years, the in-service training of licensed school personnel and administrators on current best practices regarding the identification and treatment of attention deficit disorder and attention deficit hyperactivity disorder, the application of non-aversive behavioral interventions in the school environment, and the use of psychotropic or psychostimulant medication for school-age children.

The staff development program shall provide, at a minimum, once every two years, the in-service training of all District staff on educator ethics, teacher-student conduct, and school employee-student conduct.

The Superintendent shall develop protocols for administering youth suicide awareness and prevention education to staff consistent with Board policy 7:290, *Suicide and Depression Awareness and Prevention*.

LEGAL REF.: 105 ILCS 5/2-3.62, 5/10-22.6(c-5), 5/10-22.39, 5/22-80(h), 5/10-23.12, 5/24-5,  
25/1.15 and 110/3.  
325 ILCS 5/4, Abused and Neglected Child Reporting Act.  
745 ILCS 49/, Good Samaritan Act.  
7 C.F.R. Part 210.  
23 Ill.Admin.Code Part 525.

CROSS REF.: 3:40 (Superintendent), 3:50 (Administrative Personnel Other Than the  
Superintendent), 4:160 (Environmental Quality of Buildings and Grounds), 5:20  
(Workplace Harassment Prohibited), 5:90 (Abused and Neglected Child  
Reporting), 5:120 (Ethics and Conduct), 5:250 (Leaves of Absence), 6:15  
(School Accountability), 6:20 (School Year Calendar and Day), 6:160 (English  
Learners), 7:20 (Harassment of Students Prohibited), 7:180 (Prevention of and  
Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating  
Violence Prohibited), 7:270 (Administering Medicines to Students), 7:285 (Food  
Allergy Management Program), 7:290 (Suicide and Depression Awareness and  
Prevention), 7:305 (Student Athlete Concussions and Head Injuries)

ADMIN PROC.: 4:160-AP (Environmental Quality of Buildings and Grounds), 4:170-AP6 (Plan  
for Responding to a Medical Emergency at an Indoor Physical Fitness Facility),  
5:100-AP (Staff Development Program), 5:150-AP (Personnel Records), 6:120-  
AP4 (Care of Students with Diabetes), 7:250-AP1 (Measures to Control the  
Spread of Head Lice at School)

Adopted: November 1996

Revised: April 2006

December 2009

December 2011

December 2015

January 2017