The Board of Education 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 in their dual roles of teacher and learner. Formal acknowledgment of the importance of these reciprocal roles and 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 as an investment in the professional growth of future school leaders. The philosophy should specifically support different learning needs based on different experiences:

1. Special efforts should be made to encourage women and minorities to seek administrative positions. Innovative programs should be developed and established for teachers who aspire to administrative positions.

2. For new administrators, a comprehensive orientation program should include orientation in district practices and resources, 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 including ways to increase diversity and equity in the school community. Professional development programs should assist and alert participants to issues of racial, ethnic, and gender bias in the classroom, in the schools, and in the broader community.

Adopted: February 8, 2022

NORTH CANAAN BOARD OF EDUCATION
North Canaan, Connecticut