

Professional Employees
Professional Growth Guidelines
Date Adopted Sept. 26, 1979
Date Revised May 24, 1988
Date Revised February 23, 1999

433 PROFESSIONAL GROWTH GUIDELINES

PURPOSE

Continued professional study (and in-service training) are prerequisites for continued professional growth and advanced ability to undertake increased responsibility. Therefore, guidelines are established for all professional personnel.

GUIDELINES

All professional employees are encouraged through graduate study, special study, or in-service training, to further personal advancement in accordance with these guidelines.

Credit reimbursement for graduate study and in-service training will be in accordance with the Collective Bargaining Agreement.

A committee consisting of teachers and administrators will be chosen by their respective groups.

The superintendent will oversee the design and implementation of the Professional Development Plan and assure that proper procedures and guidelines for operation and implementation of the plan are appropriate in reference to Act 178.

The board will approve the recommended plan based on:

the appropriateness of the plan to effectively meet the educational needs of the teachers, the district, and the district long range plans

the utilization of established learning research

the financial resources appropriated for staff development

the correlation and coordination with existing and continuing district-wide staff development program.

The plan, as determined by a majority vote of the committee, must be submitted to the Board for approval at least ninety (90) days prior to the submission date established by the Department of Education. This requirement is necessary to assure adequate time for the Board's review and final approval.

If the committee fails to submit a plan, the Board reserves the right to submit its own plan to protect subsidy reimbursement and provide continuity in staff development activities.

A cover letter will be attached to the staff development plan upon submission which will include this policy statement and the method used to select the teachers and administrators serving on the committee.

The superintendent will develop procedures and guidelines for the operation of the committee, implementation of the plan and appropriate recordkeeping.