SECTION: PROFESSIONAL EMPLOYEES

TITLE: PROFESSIONAL GROWTH GUIDELINES

ADOPTED: February 8, 1999

REVISED:

PENN MANOR SCHOOL DISTRICT

433. PROFESSIONAL GROWTH GUIDELINES

1. Purpose	Continuing professional study and in-service training are prerequisites for professional growth and enhanced ability to undertake increased responsibility.
2. Authority	The Board encourages all professional employees to further their professional and personal advancement through graduate study, special study or inservice training.
3. Guidelines	Courses and in-service programs conducted or sponsored by the district are not eligible for credit, nor are in-service activities performed on school time as an integral part of the employee's responsibilities.
	Graduate/Special Courses
	Only courses of study that are preapproved shall be eligible for credit and payment by the district.
	Payment for credit for approved graduate study or special courses shall be made in accordance with terms of the collective bargaining agreement.
	Professional Development Plan
SC 1205.1 Title 22 Sec. 49.17	The district shall comply with the requirements of law and Department of Education regulations in developing and maintaining professional development plans.
	The Board will approve the recommended plan based on the appropriateness of the plan to effectively meet the district's educational needs and the District's Strategic Plan.
	Induction Plan
Title 22 Sec. 49.16	The district shall comply with Department of Education regulations in developing and maintaining an induction plan for first-year teachers and teachers new to the district.