

SHALER AREA SCHOOL DISTRICT

433. PROFESSIONAL GROWTH GUIDELINES

1. Purpose

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

2. Guidelines

All professional employees are encouraged through graduate study, special study, or in-service training to further their professional advancement.

Professional Development Plan

SC 1205.1
22 Sec.
49.17

The District shall comply with continuing professional development plans, as required by law, and Department of Education guidelines.

A proposed plan shall be developed by a committee consisting of nine (9) members:

- 1 Elementary Teacher
- 1 Middle School Teacher
- 1 Intermediate School Teacher
- 1 Senior High School Teacher
- 1 Middle School Principal or Assistant Principal
- 1 Intermediate School Principal or Assistant Principal
- 1 Senior High Principal or Assistant Principal
- 1 Central Office Administrator
- 9 Total Committee Members

The Superintendent shall, from time to time, develop rules and regulations concerning the structure, method, and procedure of the In-service Academy. Its purpose shall be to coordinate the combined information from the individual school buildings; and prepare, discuss, and present refined and more precise information and proposals concerning all subjects and grade levels. The In-service Academy shall be a standing committee and shall meet for the purpose of developing a proposed continuing Professional Development Plan.

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Meetings of the In-service Academy shall be chaired by the highest ranking central office administrator elected to said committee. Said individual, in consultation with the Superintendent, shall also establish the dates and places for committee meetings.

The nine (9) members of the In-service Academy shall each have one (1) equal vote in approving a proposed Continuing Professional Development Plan or any changes or amendments to a proposed or existing plan. The committee shall be required for any approval, which approval shall be evidenced by signatures of an approved document to be submitted to the members of the Board as required by law.

In instances where the Superintendent is not chosen as a member of the In-service Academy, s/he shall, nonetheless, have the right to attend all meetings of the Committee and provide his/her input. However, in such instances, s/he shall have no vote.

The Committee in drafting the proposed plan shall take into account the value of existing programs and options already available within the School District which have, and are, functioning separate and apart from the enacted legislation, but which are related to the purpose of meeting and needs of the school entity and its professional employees.

The Committee shall take into account the amount budgeted by the Board in approving a proposed plan. The total cost to the School District in any school year for implementation of an approved plan shall not exceed:

1. The amount specifically budgeted or designated by the Board for the term of the plan. Provided, however, the Board shall timely, and without unnecessary delay, inform the Committee in writing, following approval of a resolution adopted at a public meeting, as to the amount budgeted, or to be budgeted for, the term of the proposed Continuing Professional Development Plan; or
2. Such amount which is specifically allocated by the Commonwealth of Pennsylvania or other government entity as Professional Development Plan funds, and received by the School District in any given year, for said purpose. Any amount so received shall, in the first instance, be used to set off the cost incurred by the School District in the paragraph above.

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Any adopted Professional Development Plan may be amended in any given year of the plan, any such amendment being only applicable to and limited to the specific given year, to the extent that excess funds designated as Professional Development Plan funds are received by the School District for that year.

A proposed plan shall not be in conflict with any existing contract or obligation or the School District or with any collective bargaining agreements negotiated by the School District. The proposed plan shall not infringe upon the inherent managerial rights of the School District as permitted by the Constitution and Statutory Laws of the Commonwealth of Pennsylvania.

The proposed plan shall be submitted to the Board for approval at least sixty (60) days prior to the submission date established by the Department of Education. Thereafter, the Board may schedule a meeting, or meetings, with the Professional Development Committee to clarify or discuss any suggested changes to the proposed plan prior to it being on the agenda to be voted upon by the board at a public meeting.

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.

The Board reserves the right to change or amend this policy as it deems necessary.

The Board will approve the recommended plan based on the appropriateness of the plan to effectively meet the educational needs of the District and district's strategic plan.

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.