

BRANDYWINE HEIGHTS AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: PROFESSIONAL
DEVELOPMENT

ADOPTED: June 28, 2004

REVISED:

<p>1. Purpose</p> <p>2. Authority SC 517</p> <p>3. Guidelines</p>	<p style="text-align: center;">433. PROFESSIONAL DEVELOPMENT</p> <p>Continuing professional study and inservice training are prerequisites for professional development, enhanced ability to complete responsibilities, and maintaining certification.</p> <p>Therefore, the primary objective of the professional growth plan is to improve instruction, while the secondary objectives are as follows:</p> <ol style="list-style-type: none"> 1. To describe and communicate effective teaching behaviors that are appropriate for increasing student learning. 2. To ensure uniform application of the professional growth process while providing flexibility according to the individual needs of teachers. 3. To improve the teacher's performance by providing a mutually developed program that addresses his/her needs. 4. To foster current research-based best practice teaching strategies. <p>The Board encourages all professional employees to further their professional and personal advancement through graduate courses, inservice training, and professional development activities.</p> <p><u>Graduate/Special Courses</u></p> <p>Only courses of study that are preapproved shall be eligible for reimbursement by the district or movement on the salary schedule by an employee.</p> <p>Reimbursement for credits for approved graduate study or special courses shall be made in accordance with terms of the collective bargaining agreement.</p> <p>Documentary evidence of satisfactory completion of all study programs shall be required.</p>
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SC 1144	<p>All employees shall file annually a record and description of the attainment of approved credits with the office of the Superintendent.</p>
Title 22 Sec. 4.13, 49.16	<p>Approved graduate study or special courses/programs may be of sufficient advantage to the district to warrant an increase in an employee's annual salary, upon satisfactory completion. Such increase will be in accordance with terms of the collective bargaining agreement.</p> <p><u>Induction Plan</u></p> <p>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.</p> <p><u>Professional Education Plan</u></p>
SC 1205.1 Title 22 Sec. 4.13, 49.17	<p>The Board shall appoint to the professional education committee parents/guardians and representatives of the community and local businesses. Representatives of administrators, teachers and educational specialists on the professional education committee shall be selected by their respective members.</p>
SC 1205.1	<p>The Board shall approve a professional education plan that is designed to meet the educational needs of the district and its employees; specifies approved courses, programs, activities and learning experiences; and identifies approved providers. The Board shall approve the plan prior to submission for approval by the Department of Education.</p>
SC 1205.1	<p>The Board shall ensure an annual review of the district's professional education plan by the professional education committee to determine if the plan continues to meet the needs of the district, the Strategic Plan, and the employees, students and community. The professional education committee may recommend amendments to the plan, subject to approval by the Board and the Department of Education.</p>
SC 1205.2	<p>The Board may approve, on a case-by-case basis, specific professional education activities not stated within the district's professional education plan. Board approval is not required for credits or hours required for administrator certification, earned through activities conducted by providers approved by the Department of Education or the Department itself, or related to the area of assignment or certification.</p>
SC 1205.2	<p>If the district assumes all costs of credits or hours, the Board may disapprove any course, program, activity or learning experience that is inconsistent with the goals of the professional education plan.</p>

<p>SC 1205.1, 1205.2</p> <p>School Code 1144, 1205.1, 1205.2</p> <p>PA Code Title 22 Sec. 4.13, 49.16, 49.17</p>	<p>In order to continue employment in the district, professional employees are required to meet all obligations necessary to maintain active certification.</p>
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