

SOUTHERN LEHIGH SCHOOL DISTRICT

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: PROFESSIONAL GROWTH

ADOPTED: June 1, 1964

REVISED: January 24, 2011

<p><i>Formerly Policies 332, 333, and 333.1</i></p> <p>1. Purpose</p> <p>2. Authority</p> <p>3. Guidelines</p>	<p style="text-align: center;">333. PROFESSIONAL GROWTH</p> <p>The Board of School Directors shall encourage <u>encourages</u> administrators to participate in continuing professional study and inservice <u>in-service</u> training, as well as <u>pursuing</u> active membership in professional organizations, in order to realize opportunities to develop improved and more efficient and effective professional and educational practices.</p> <p>The Board encourages all administrators to further their professional and personal advancement through graduate study, special classes, conferences, inservice <u>in-service</u> training and membership in as well as participatory attendance in professional organizations and meetings.</p> <ul style="list-style-type: none"> • Administrators may attend or participate in formal courses at institutes of higher education. Such coursework shall be pre-approved by the appropriate Supervisor and the Superintendent or his/her designee if reimbursement of tuition is requested. <p><u>Professional growth opportunities shall be requested and approved consistent with then current collective bargaining agreements, contracts or MOUs as applicable.</u></p> <p>Such educational activities will be attended during hours that are considered non-working hours unless attendance <u>during working hours</u> has been required or specifically permitted by the District.</p> <p>Tuition reimbursement requirements and limitations may be found in the Administrative Employees Compensation Plan.</p> <ul style="list-style-type: none"> • Administrators may also be required by the Commonwealth to attend particular courses of study for purposes of gaining or retaining proper certification. • Administrators may attend professional conferences and meetings with the approval of the Superintendent or his/her designee. Approval to attend such meetings shall be based upon professional interest, activity, leadership, and financial limitations of the District, with consideration given to cumulative absence and/or work interruption. • Courses and inservice <u>in-service</u> programs conducted or sponsored by the district,
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	<p><u>as well as</u> other districts or local intermediate units may be attended by administrators.</p> <ul style="list-style-type: none">• Administrators are encouraged to belong to and participate actively in professional organizations in order to seek improvements in administrative and professional practices. <p>It is expected that the administrator who has attended a professional gathering, training session or class will share acquired observations, and ideas concerning best practices and useful experiences with fellow employees for the improvement of the District's policies and practices.</p>
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