

SOUTHERN LEHIGH SCHOOL DISTRICT

SECTION: PROFESSIONAL
EMPLOYEES

TITLE: PROFESSIONAL GROWTH

ADOPTED: June 1, 1964

REVISED: January 24, 2011

<p><i>Formerly Policies 432.1, 433 and 433.1</i></p> <p>1. Purpose</p> <p>2. Authority</p> <p>3. Guidelines</p>	<p style="text-align: center;">433. PROFESSIONAL GROWTH</p> <p>The Board of School Directors shall encourage<u>encourages</u> professional employees 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 professional employees 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"> • Professional employees may attend or participate in pre- approved formal courses at institutes of higher education. Such coursework shall be pre-approved by the appropriate Supervisor and the Advanced Course Management Committee 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 Collective Bargaining Agreement.</p> <ul style="list-style-type: none"> • <u>Professional employees may also be required by the Commonwealth or District to attend particular courses of study for purposes of gaining or retaining proper certification.</u> • <u>Courses and the provider must be preapproved by the Superintendent if coursework is to be counted toward column movement consistent with the then current collective bargaining agreement.</u> • Professional employees may attend professional conferences and meetings with the approval of the appropriate Supervisor and the Superintendent or his/her
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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 instructional interruption.

- Courses and ~~in-service~~ in-service programs conducted or sponsored by the district, as well as other districts or local intermediate units, may be attended by professional employees.
- Professional employees are encouraged to belong to and participate actively in professional organizations in order to seek improvements in educational and professional practices.

It is expected that the professional employee 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.