

# NORTHERN WESTMORELAND CAREER AND TECHNOLOGY CENTER

SECTION: PROFESSIONAL EMPLOYEES

TITLE: PROFESSIONAL  
DEVELOPMENT

ADOPTED: October 20, 2011

REVISED:

	433. PROFESSIONAL DEVELOPMENT
1. Purpose	<p>It is incumbent upon every professional employee to develop well-defined plans for professional development. Fundamental ways of keeping abreast of new educational developments shall include the following:</p>
	<ol style="list-style-type: none"> <li>1. Inservice training meetings.</li> <li>2. Participation in various committee efforts centering on educational purposes.</li> <li>3. Attending seminars at colleges and regional meetings.</li> <li>4. Taking graduate or special courses which will expand the employee's field of assignment.</li> </ol>
2. Authority SC 517  SC 1205.1, 1205.2	<p>The Joint Operating Committee encourages all professional employees to further their professional and personal advancement through graduate courses, inservice training, and professional development activities.</p> <p>In order to continue employment in the center, professional employees are required to meet all obligations necessary to maintain active certification.</p>
3. Guidelines	<p><u>Graduate/Special Courses</u></p> <p>Only courses of study that are preapproved shall be eligible for reimbursement by the center and movement on the salary schedule.</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>

	<p><u>Inservice Training</u></p> <p>The development of the inservice education program shall be governed by the following goals:</p> <ol style="list-style-type: none"> <li>1. The improvement of total staff competency.</li> <li>2. The improvement of the individual staff member's competency.</li> <li>3. The improvement of the educational program.</li> </ol> <p>The plan for inservice education shall be a cooperative venture among the professional staff and administrative and supervisory personnel. The administration of inservice programs shall be the responsibility of the Administrative Director.</p> <p>The Joint Operating Committee will make every effort to provide funds to aid in the implementation of an effective inservice training program.</p> <p><u>Induction Plan</u></p> <p>Title 22 Sec. 4.13, 49.16      The center shall comply with Department of Education regulations in developing and maintaining an induction plan for first-year teachers and teachers new to the center.</p> <p><u>Professional Education Plan</u></p> <p>SC 1205.1 Title 22 Sec. 4.13, 49.17      The Joint Operating Committee 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> <p>SC 1205.1      The Joint Operating Committee shall approve a professional education plan that is designed to meet the educational needs of the center and its employees; specifies approved courses, programs, activities and learning experiences, including those designed to improve teachers' knowledge in subject areas covered by academic standards; and identifies approved providers. The Joint Operating Committee shall approve the plan prior to submission for approval by the Department of Education.</p> <p>SC 1205.1      The Joint Operating Committee shall ensure an annual review of the center's professional education plan by the professional education committee to determine if the plan continues to meet the needs of the center, the Strategic Plan, and the</p>
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<p>SC 1205.2</p> <p>SC 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>employees, students and community. The professional education committee may recommend amendments to the plan, subject to approval by the Joint Operating Committee and the Department of Education.</p> <p>The Joint Operating Committee may approve, on a case-by-case basis, specific professional education activities not stated within the center's professional education plan. Joint Operating Committee 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> <p>If the center assumes all costs of credits or hours, the Joint Operating Committee may disapprove any course, program, activity or learning experience that is inconsistent with the goals of the professional education plan.</p>
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