

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: PROFESSIONAL EMPLOYEES
TITLE: PROFESSIONAL DEVELOPMENT
ADOPTED: NOVEMBER 20, 2002
REVISED: SEPTEMBER 24, 2014**

433. PROFESSIONAL DEVELOPMENT	
1. Purpose	Continuing professional study and inservice training are prerequisites for professional development, enhanced ability to complete responsibilities, and maintaining certification.
2. Authority SC 517	The Board encourages all professional employees to further their professional and personal advancement through graduate courses, inservice training, and professional development activities.
3. Guidelines	<p><u>Orientation</u></p> <p>An orientation program shall be provided for new personnel. The Executive Director shall be responsible for the development and implementation of orientation for personnel.</p> <p><u>Graduate/Special Courses</u></p> <p>Only courses of study that are preapproved shall be eligible for reimbursement by the intermediate unit or movement on the salary schedule by an employee.</p> <p>Reimbursement for credit for approved graduate study or special courses shall be made in accordance with terms of the collective bargaining agreement.</p> <p>The Executive Director and Finance Committee shall recommend for Board approval tuition reimbursement for credits taken.</p> <p>Documentary evidence of satisfactory completion of all study programs shall be required.</p> <p><u>Professional Organizations</u></p> <p>Professional personnel shall be encouraged to affiliate with professional organizations. Membership in professional organizations shall not be considered as a condition of employment.</p>

	<p><u>Publishing</u></p> <p>Professional personnel are encouraged to make contributions to professional journals and books.</p>
<p>Title 22 Sec. 4.13, 49.16</p>	<p><u>Induction Plan</u></p> <p>The intermediate unit shall comply with Department of Education regulations in developing and maintaining an induction plan for first-year teachers and teachers new to the intermediate unit.</p>
<p>SC 1205.1 Title 22 Sec. 4.13,49.17</p>	<p><u>Professional Education Plan</u></p> <p>The Board shall appoint to the professional education committee parents 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</p>	<p>The Board shall approve a professional education plan that is designed to meet the educational needs of the intermediate unit 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 Board shall approve the plan prior to submission for approval by the Department of Education.</p>
<p>SC 1205.1</p>	<p>The Board shall ensure an annual review of the intermediate unit’s professional education plan by the professional education committee to determine if the plan continues to meet the needs of the intermediate unit, the Strategic Plan, and the employees, students and community. The professional education plan committee may recommend amendments to the plan, subject to approval by the Board and the Department of Education.</p>
<p>SC 1205.2</p>	<p>The Board may approve, on a case-by-case basis, specific professional education activities not stated within the intermediate unit’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>
<p>SC 1205.2</p>	<p>If the Intermediate Unit 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 Intermediate Unit, professional employees are required to meet all obligations necessary to maintain active certification.</p>
---	--