



SECTION: EMPLOYEES

POLICY: 333.1

TITLE: PROFESSIONAL DEVELOPMENT

ORIGINAL: January 9, 2006
CURRENT REVISION: April 4, 2022
LAST REVIEWED BY THE COMMITTEE:

I. PURPOSE

- A. A school district's success is predicated upon the performance of its professional and educational support personnel. Recognizing the increasing complexity of job requirements, the Board supports and encourages on-going professional development. The Board believes professional development should:
- a. focus on teachers as central to student learning, yet include all members of the school instructional community;
 - b. focus on individual, collegial, and organizational improvement;
 - c. respect and nurture the intellectual and leadership capacity of teachers, principals, administrators, and educational support personnel in the school community;
 - d. reflect the best available research and practice in teaching, learning, and leadership;
 - e. enable teachers to develop further expertise in subject content, teaching strategies, instructional practices, use of technologies, and other essential elements for teaching to high standards;
 - f. promote continuous inquiry and improvement embedded in the daily life of schools;
 - g. be a professional commitment of each staff member;
 - h. be planned collaboratively by those who will participate in and facilitate that development;
 - i. be funded with necessary time and resources;
 - j. be driven by a coherent long-term plan; and
 - k. be evaluated ultimately based on its impact on student learning and performance.
- B. In addition to legal and contractual requirements, all professional employees are expected, through graduate study, special study, in-service training, and/or conference/workshop attendance, to enhance professional expertise and competence.

II. DEFINITIONS

None.

III. POLICY

- A. Course work
- a. Teachers and administrators may participate in graduate or special course work in accordance with the appropriate contract or meet and discuss document. In all cases, participation in course work must be pre-approved by the Superintendent or designee.
- B. Conferences and Workshops

- a. In the context of the general operating budget, the Board will annually establish funding for staff participation in conferences and workshops. Each administrator and school staff will be designated such an allocation. Budget transfers involving professional development are strongly discouraged and in all cases must have prior Board approval.
- b. Attendance at conferences and workshops held within a 250 mile radius of the Wissahickon School District may be approved by the Superintendent and/or his/her designee in accordance with budgetary provisions. Attendance at conferences and workshops, which are held at locations more than 250 miles from the Wissahickon School District, shall be submitted for the consideration of the Board of School Directors.
- c. Conference and workshop attendance requests will be considered for approval based on a determination of appropriate rigor and on their relationship to certain criteria including, but not limited to, the following criteria:
 - i. Professional Education Plan
 - ii. Extent of prior participation in conferences and workshops
 - iii. Ability to maintain educational program during participation in the event
 - iv. Other criteria designated by the Superintendent
 - v. After attending a conference or workshop, the attendee may be required to convey this information to colleagues in staff development programs.

C. Act 48

- a. The provider of the aforementioned professional development activities determines consideration for Act 48 credit. The provider shall notify the Pennsylvania Department of Education of the successful completion of credits or program hours.

IV. DELEGATION OF AUTHORITY

None.

V. REFERENCES

24 P.S. 5-517
24 P.S. 12-1205.1
24 P.S. 12-1205.2
22 PA Code 4.13
22 PA Code 49.17
24 P.S. 13-1311-B
Pol. 100