

# MIDDLE BUCKS INSTITUTE OF TECHNOLOGY

SECTION: PROFESSIONAL EMPLOYEES

TITLE: PROFESSIONAL  
DEVELOPMENT

ADOPTED: July 1, 1991

REVISED: November 12, 2001

	<p>433. PROFESSIONAL DEVELOPMENT</p>
1. Purpose	<p>Continuing professional education and technical training are prerequisites for professional growth, enhanced ability to complete responsibilities, maintaining certification and currency in one's discipline.</p>
2. Authority	<p>The Executive Council encourages all professional employees to further their professional and technical advancement through graduate courses, inservice training, professional development activities, and technical training.</p>
3. Guidelines	<p><u>Undergraduate/Graduate/Special Courses</u></p> <p>Only courses of study that are preapproved shall be eligible for reimbursement by the school 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>All employees shall file annually by June 1 a record and description of the attainment of approved credits with the office of the Director.</p>
SC 1144	<p>Approved undergraduate and graduate study may be of sufficient advantage to the school to warrant an increase in an employee's annual salary, upon satisfactory completion. Such increase will be in accordance with terms of the collective bargaining agreement.</p>
Title 22 Sec. 4.13, 49.16	<p><u>Induction Plan</u></p> <p>The school shall comply with Department of Education regulations in developing and maintaining an induction plan for all beginning teachers and teachers new to the school.</p>

	<p><u>Professional Education Plan</u></p> <p>SC 1205.1 Title 22 Sec. 4.13, 49.17</p> <p>The professional education committee shall consist of 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 Executive Council shall approve a professional education plan that is designed to meet the educational needs of the school and its employees; specifies approved courses, programs, activities and learning experiences; and identifies approved providers. The Executive Council shall approve the plan prior to submission for approval by the Department of Education.</p> <p>SC 1205.1</p> <p>The Executive Council shall direct that an annual review of the school's professional education plan by the professional education committee to determine if the plan continues to meet the needs of the school, the Strategic Plan, and the employees, students and community. The professional education committee may recommend amendments to the plan, subject to approval by the Executive Council and the Department of Education.</p> <p>SC 1205.2</p> <p>The Executive Council may approve, on a case-by-case basis, specific professional education activities not stated within the school's professional education plan. Executive Council 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>The Executive Council may disapprove the reimbursement of 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>In order to continue employment in the school, professional employees are required to meet all obligations necessary to maintain active certification and provide evidence of meeting such obligations and proof of certification in good standing.</p> <p><u>Industry-Recognized Credentials</u></p> <p>Teachers may be required to possess or demonstrate regular and on-going pursuit of specific industry skills credentials associated with their program assignment. The Executive Council shall support each teacher's effort in developing and maintaining a current technology skill set and appropriate industry credentials.</p>
--	--

<p>School Code 1144, 1205.1, 1205.2</p> <p>PA Code Title 22 Sec. 4.13, 49.16, 49.17</p>	<p>Program and Professional Goals (PPGs) shall be developed annually by each faculty member consistent with Act 48. These goals will include specific plans (e.g., courses, workshop to be completed) leading to the continuous updating of technical skills particularly as it relates to industry certification and licensing.</p> <p>The Director shall develop the procedures and guidelines necessary for policy implementation.</p>
---	---