FOR INFORMATION: Professional Growth and Development – Policy 3242

Background Information

Revisions to the Policy 3242, Professional Growth and Development, have been made to update references. Guidelines 3242AG will be reviewed during the 2010-2011 school year and shared with the Board if and when revisions are made.

Revised Policy 3242 is attached with changes highlighted. These changes are proposed by the Superintendent and have been reviewed by the principals and Discussion Council members.

The process of bylaw and/or policy revision is delineated in Board Bylaw 0130.1, Functions. The Bylaw requires that in most circumstances policy changes be proposed at a previous meeting of the Board and then voted on in a subsequent meeting. The proposed changes will remain on the agenda until they are either accepted or rejected.
PROFESSIONAL GROWTH AND DEVELOPMENT

Providing a quality education in an ever-changing informational society requires support for life-long learning for all school employees. In recognition of this fact, the School Board shall support opportunities for staff members to participate in an ongoing program of professional growth and development.

By definition, professional growth and development shall include any activity or program designed to provide information, teach skills or generally contribute to staff members’ professional learning experiences. Professional growth includes conferences, workshops, and professional meetings related to staff members’ educational responsibilities. The term staff development, as used in this policy statement, is more specific. Staff development shall refer to opportunities designed to provide training or build competencies in work-related areas. Professional leave during the school year will be available to staff members who wish to pursue their own professional growth and development.

The School Board believes that efforts must be taken to ensure that educational excellence is maintained during classroom absences, including those for professional leave.

It is the Superintendent’s responsibility to plan and implement a program of staff development for all MCCSC’s staff members, instructional and non-instructional. The Superintendent shall see that such a program is based upon existing Corporation and staff needs as well as upon available funding. The Superintendent shall use the Assistant Superintendent for Curriculum and Instruction and the Staff Development Planning committee to further plan and implement programs.

The School Board recognizes the effectiveness of school (site) based staff development programs and expects that the building administrator will manage all aspects of professional leave related to professional growth and development, using the guidelines attached to this policy.

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Approved by the Board 7/15/91
Revised 8/24/92; 5/1/07; 8/30/07 {title change only}

Proposed revisions 6/8/10