

PERSONNEL: Professional

Professional Growth

[1. Early Dismissal for Professional Growth

Principals may assume the responsibility of granting permission for teachers to leave school prior to the normal time, but not prior to pupil dismissal, in order to attend college courses, provided:

- a. Early departure is necessary in order for the teacher to reach his/her destination on time
- b. Early departure will not interfere with the teacher's regular assignment or duties
- c. The course being taken is part of a program of professional advancement and/or improvement in the field of education

2. Meetings - Attendance and Reimbursement

- a. Central staff administrators may request permission to attend one conference per calendar year, with no loss in pay and with reimbursement in accordance with current budget provisions.
- b. Principals may request permission to attend one conference per calendar year with no loss in pay. Each principal's organization may send one representative to a conference with no loss in pay and with reimbursement in accordance with current budget provisions.
- c. A supervisor may recommend that a member of the teaching staff attend a conference, if it is believed that this experience will be of benefit to the teacher and to the members of the staff who might share a report of the proceedings.
- d. The Superintendent of Schools and/or members of the immediate staff may designate members to represent them at conferences, or may authorize other members of the staff to attend meetings that might not have been covered in the procedure outlined above.

- e. Before making arrangements to attend a convention, individuals must have the approval of the Superintendent of Schools or his/her designee.

Also see the rule on this subject, Article 3, Business, “Expense Reimbursements.”]

I. PROFESSIONAL DEVELOPMENT

- A. PROFESSIONAL DEVELOPMENT IS DEFINED AS A COMPREHENSIVE, SUSTAINED, AND INTENSIVE APPROACH TO IMPROVING EMPLOYEES’ EFFECTIVENESS IN RAISING STUDENT ACHIEVEMENT.
- B. PROFESSIONAL DEVELOPMENT PROVIDES LEARNING OPPORTUNITIES THAT IMPROVE AN EMPLOYEE’S PERFORMANCE AND/OR MEETS COMPLIANCE STANDARDS.

II. PROFESSIONAL DEVELOPMENT PLAN

THE DEPARTMENT OF PROFESSIONAL DEVELOPMENT IS RESPONSIBLE FOR ESTABLISHING AND MAINTAINING A PROFESSIONAL DEVELOPMENT PLAN THAT IS ALIGNED WITH SYSTEMWIDE GOALS FOR STUDENT LEARNING AND CONTINUOUS IMPROVEMENT. THE PROFESSIONAL DEVELOPMENT PLAN WILL ESTABLISH PROCESSES AND PROCEDURES THAT PROVIDE:

- A. CENTRAL CONTROL AND COORDINATION OF ALL PROFESSIONAL DEVELOPMENT.
- B. PROFESSIONAL DEVELOPMENT OPPORTUNITIES TO MEET ORGANIZATIONAL, GROUP, AND INDIVIDUAL LEARNING NEEDS IN A SYSTEMIC MANNER.
- C. SYSTEMIC AND COORDINATED DELIVERY OF NEEDED KNOWLEDGE AND SKILLS FOCUSED ON IMPROVEMENT OF STUDENT ACHIEVEMENT.
- D. SYSTEMS OF EVALUATION TO DETERMINE THE EFFECTIVENESS OF PROFESSIONAL DEVELOPMENT IN TERMS OF LEARNER ACHIEVEMENT.

III. PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- A. PROFESSIONAL DEVELOPMENT OPPORTUNITIES WILL BE PROVIDED WITHIN BCPS OR IN COOPERATION WITH OUTSIDE ORGANIZATIONS. SUCH OPPORTUNITIES MAY INCLUDE WORKSHOPS, SEMINARS, CONFERENCE ATTENDANCE, CLASSROOM VISITATIONS, AND COURSE WORK.
- B. ALL PROFESSIONAL DEVELOPMENT WILL BE PLANNED AND IMPLEMENTED IN ACCORDANCE WITH APPLICABLE MASTER AGREEMENTS.
- C. SYSTEMWIDE PROFESSIONAL DEVELOPMENT
 - 1. THE DIVISION OF CURRICULUM AND INSTRUCTION IS RESPONSIBLE FOR PROVIDING PROFESSIONAL DEVELOPMENT TO SUPPORT THE EFFECTIVE IMPLEMENTATION OF CURRICULA.
 - 2. ALL CENTRAL OFFICES ARE RESPONSIBLE FOR PROVIDING PROFESSIONAL DEVELOPMENT TO SUPPORT ALL PERSONNEL IN THE PERFORMANCE OF ASSIGNED DUTIES.
 - 3. ALL CENTRAL OFFICES ARE RESPONSIBLE FOR PROVIDING THE PROFESSIONAL DEVELOPMENT TO ADDRESS LOCAL, STATE, OR FEDERAL REQUIREMENTS.
- D. SCHOOL-BASED PROFESSIONAL DEVELOPMENT
 - 1. PRINCIPALS ARE RESPONSIBLE FOR PROVIDING FOR PROFESSIONAL DEVELOPMENT WITHIN THE SCHOOL IN ACCORDANCE WITH THE NEEDS OF THE SCHOOL AND FACULTY.
- E. PROFESSIONAL GROWTH OPPORTUNITIES PROVIDED BY OUTSIDE ORGANIZATIONS
 - 1. EMPLOYEES MAY PARTICIPATE IN PROFESSIONAL GROWTH OPPORTUNITIES PROVIDED BY ACCREDITED INSTITUTIONS OF HIGHER LEARNING OR OTHER PROFESSIONAL

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ORGANIZATIONS. EMPLOYEES ARE RESPONSIBLE FOR COMPLIANCE WITH REQUIRED POLICIES, PROCEDURES, AND APPROVAL PROCESSES.

Rule
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Superintendent of Schools