



Section PROFESSIONAL EMPLOYEES

Title PROFESSIONAL GROWTH GUIDELINES

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

# Lackawanna Trail School District

## 433. PROFESSIONAL GROWTH GUIDELINES

### 1. Purpose

Continued professional study (and in-service training) are prerequisites for continued professional growth and advanced ability to undertake increased responsibility. Therefore, these guidelines are established for all professional personnel.

### 2. Guidelines

All professional employes are encouraged through graduate study, special study, or in-service training, to further personal advancement in accordance with this guideline.

Graduate Study - For purposes of this policy, one unit shall be equivalent to one unit of college graduate credit as awarded by an institute accredited for such purpose by this State.

Payment for credit for approved graduate study, in-service study, and/or special study shall be made on the basis of the negotiated contract.

Documentary evidence of satisfactory completion of all study programs shall be required. Only courses of study that are **self-initiated** and pre-approved shall be considered eligible for credit and payment in accordance with this policy. Courses and in-service programs conducted or sponsored by the school or Board are not eligible for credit; neither are in-service activities performed on school time as an integral part of professional employment.

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