

CHESTER COUNTY

INTERMEDIATE

UNIT 24

SECTION: EMPLOYEES

TITLE: EMPLOYEE DEVELOPMENT

ADOPTED: JULY 21, 2010

REVISED: NOVEMBER 18, 2020

333. EMPLOYEE DEVELOPMENT

<u>Policy Section</u>	<u>Policy Description</u>
1. Authority	<p>Continuing education for all employees is an essential element for improvement of job performance and lifelong learning. It is an expectation of all employees of the Intermediate Unit.</p> <p>In order to continue employment in the Intermediate Unit, certificated employees are required to fulfill all obligations necessary to maintain active and valid certification, and/or licensing.</p>
2. Delegation of Responsibility	<p>Legal Reference: SC 1205.1,1205.2</p> <p>The Executive Director or designee shall ensure that Intermediate Unit staff are provided appropriate opportunities for development/training and continuing education.</p>
3. Guidelines	<p>All employee development activities provided by, or approved by, the Intermediate Unit will comply with standards, procedures, and regulations determined by the Pennsylvania State Board of Education and IU employment contracts and agreements.</p> <p>All continuing education activities approved by the Intermediate Unit will be consistent in content with the employee's current job responsibilities and/or career path within the IU.</p> <p>The Intermediate Unit will support all continuing education required to maintain certification and/or licensing..</p> <p><u>Induction Plan and Professional Education Plan</u></p> <p>The Intermediate Unit shall comply with state law and regulations and with Department of Education requirements in the development and approval of an induction plan and professional education plan.</p>
4. References	<p>Legal Reference: SC 1205.1, 1205.2; Title 22, Sec. 4.13, 49.16, 49.17, Pol. 100 School Code – 24 P.S. Sec. 517, 964, 1144, 1151, 1205.1, 1205.2</p> <p>State Board of Education Regulations – 22 PA Code Sec. 4.13, 49.16, 49.17</p> <p>Board Policy – 100</p>