

**Spectrum Charter School
4369 Northern Pike
Monroeville, PA 15146**

Board of Trustees Policy 333

PROFESSIONAL GROWTH GUIDELINES POLICY

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 of the Spectrum Charter School ("Charter School").

Act 48 of the Commonwealth of Pennsylvania mandates that each certificated employee engage in professional development in order to maintain active status. Act 48 further provides that educational agencies, including the Charter School, develop a three (3) year educational development program plan and provides guidelines for same. It is the policy of this Board of Trustees that the CEO shall prepare a professional development plan for the Charter School consistent with Act 48 and prepare a plan to assure that all affected employees meet their obligation for continuing professional growth.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.

ADOPTED this _____ day of _____, 20____

President

Secretary