

**THE PROTESTANT SEPARATE SCHOOL BOARD
OF THE TOWN OF PENETANGUISHENE**

POLICY MANUAL

POLICY TITLE:

SECTION/CODE:

Professional Development

Personnel A – 7

APPROVAL DATE:

SUPERSEDES:

NUMBER OF PAGES:

REVIEW DATE:

October 6, 2025

November 8, 2021

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POLICY STATEMENT

The Protestant Separate School Board of the Town of Penetanguishene encourages personnel to participate in professional development activities, as outlined in the Administrative Regulations.

PURPOSE

To support and encourage staff and trustees to attend conferences, conventions, seminars and courses of educational nature, or provide internal professional learning, that provides professional growth to help in their roles and responsibilities, subject to budget limitations.

ADMINISTRATIVE REGULATIONS

1. Subject to the limitations of the budget, funds shall be provided to assist in the professional development of trustees and staff members.
2. Applications for attendance at professional development functions for staff shall require the approval of the Supervisory Officer.
3. Applications for attendance at professional development functions for trustees shall require the approval of the Board Chair.
4. Approvals for attendance at such activities as conferences, workshops, seminars and visitations shall be made with due regard to the needs of the school.
5. All applications shall be made on the approved form and assurance shall be required that funds are available before any expenditure is made. For staff, the form is to be submitted to the Principal who in turn will submit it to the Supervisory Officer. Trustees are to submit the form to the Board Chair.
6. Administration will seek in school professional learning opportunities for large group staff when available.

OPERATING PROCEDURES

A: Trustees

1. A list of approved conferences and workshops shall be prepared from time to time. Attendance of trustees shall be approved by the Board Chair, subject to budget limitations.

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2. The Board Chair and Vice-Chair may attend all such conferences as may be required or are in the interests of the Board to attend, subject to budget limitations.

B: Teaching Staff

1. Members of the teaching staff may attend such professional development activities as are approved by the Principal and Supervisory Officer, subject to budget limitations.
2. A teacher shall not be released from a classroom until the Principal sets forth the arrangements and certifies that they are adequate to meet the instructional program in the class.
3. Any appropriate expense may be approved except for a category upgrading or for work leading to an additional degree.

C: Professional Development Expenditures

1. Accounts shall be submitted on the prescribed form, with supporting receipts attached, for payment of expenditures for approved professional development activities as per policy A-5 Travel Meal and Accommodation Allowance.
2. Subject to budget, allowable expenditures shall include the following:
 - a) registration fees
 - b) transportation at the current Board rate
 - c) meal allowance at the current Board rate
 - d) supply teacher cost
3. Under normal circumstances, the Board will pay the registration fees and the supply teacher. Employees are expected to pay the transportation costs for the activity, from their own funds and then submit an expense claim for reimbursement.