

Employment
Series 400

Policy Title: Professional Learning and Professional Growth Plans Code No. 402

Policy Statement

Continuous learning is a universal expectation and integral part of work at Heartland AEA. The Agency will provide all employees ongoing learning opportunities related to the Heartland AEA core values, vision, mission, and goals.

Scope of Policy

All employees will participate in learning opportunities guided by annual professional growth plans and the Heartland AEA core values, vision, mission, goals, and priority service areas. Professional development activities will be compliant with applicable Iowa laws.

Accountability Overview

- All employees will develop annual individualized professional growth plans in cooperation with their supervisors.
- Supervisors will provide formative and summative feedback as part of the ongoing performance evaluation process.
- Heartland AEA will provide structures, processes, and resources to support staff learning.

Legal Reference:

Aplington Community School District v. PERB, 392 N.W.2d 495 (Iowa 1986).
Saydel Education Association v. PERB, 333 N.W.2d 486 (Iowa 1983).
Iowa Code §§ 20.9; 279.14.
281 I.A.C. 12.3(3). 281 I.A.C. 83;
Iowa Code §§ 20.9; 279, 284, 294.

Date of Adoption:

January 12, 1981
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