RESPONSIBILITY FOR PROFESSIONAL GROWTH

Every six years certificated employees shall give evidence of professional growth as approved by the Sutherland Board of Education in order to remain eligible for continued employment. College credit, professional publications, workshops, or other educational activity as approved by the Board of Education may be accepted as evidence of “Professional Growth”.

“Professional Growth Period” – A six year period of time, beginning on September 1, 1992, or first year of employment after that date and ending August 31, six years later will be designated as the professional growth period. The beginning of the seventh year starts the second year period.

“Profession Growth Points” – All certificated staff must earn a total of 24 professional growth points during each professional growth period. Each activity of professional growth has its own criteria for acceptance and evaluation. Six hours of college credit meet this requirement. It is the certificated staff’s responsibility to show that the activity did actually contribute to their professional development and to their increased effectiveness in the capacity in which they are employed. The requirements of proof may be accomplished in a variety of ways such as: written reports, A-V presentations, etc.

“Procedure for Applying for Growth Credit” – Application for credit for professional growth shall be made on forms prescribed by the superintendent. A separate application shall be submitted for each activity for which growth points are requested. Application shall be initiated by the person requesting credit. It is required that persons requesting growth credit do so prior to participation in the educational activity. After the educational growth activity has been completed, a completed application which includes evidence of completion of the work shall be sent to the superintendent’s office. The superintendent shall act on the application. After the superintendent has acted on the application, the applicant shall be notified of the decision. The application will then be filed in the applicant’s personal file for future reference. No applications will be considered for less than one growth point. Forms for application will be available in all offices of the school’s administrators.

“Applicability to the Salary Schedule” – Credit hours earned to complete the professional growth requirement shall be applicable for movement on the salary schedule if such hours meet existing criteria for salary advancement set forth in the negotiated agreement and/or board policy.

“Classification of Activities” – Listed below are the activities for which growth points may be earned. The maximum number of points for each activity is also shown. The required 24 points may be earned in one year or over the entire six year period. Points earned during one growth period may not be carried into the succeeding growth period of six years.

A. College or university credit (6 points per semester hour)
B. Special voluntary academic activities and/or in-service programs which occur before or after the school day or school year (1-4 points)

C. ESU sponsored workshops (1 point for ½ day workshop and 2 points for full day workshop)

D. Membership on administrative appointed committees (1-4 points)

E. SAT team (4 points per year)

F. Teacher meetings beyond the scheduled workday (2 points)

G. Out-of-school visitations (1 point)

H. In-school visitations (1 point)

I. Administrative appointed workshops (2 points each)

J. Development of plans or materials for district use (1-4 points depending on the project)

K. School board meeting presentations (1 point)

L. Teaching of university, college, community education classes (4 points per hour)

M. Supervision of student teachers (2 points per teacher)

N. Teaching and/or presenting in-service programs to colleagues within or without the district (3 points)

O. Summer employment related to professional assignment or work (1-4 points)

P. Unpaid sponsorship of competitive academic events (4 points)

Q. Contributions to professional journals and other educationally related publications (2 points)

READ: March & April 1992
ADOPTED: May 1992