

Professional Growth

4630

Nebraska statutes mandates that teachers and administrators give evidence of professional growth as follows: "Every six years permanent certified employees shall give evidence of professional growth. Six semesters hours of college credit shall be accepted as evidence of professional growth or, as an alternative, such other activities as are approved by the board of education, which may include, but are not limited to educational travel, professional publications, or work on educational committees."

EXPLANATION OR TERMS.

Professional Growth Period.

This refers to the six-year period during which a permanent certificated employee is required to give evidence of professional growth. For persons who achieved permanent/tenured status as of September 1, 1982 the professional period ends September 1, 1988. A new professional growth period begins in 1988 and each successive six-year period thereafter. For persons attaining permanent/tenured status after September 1, 1982, the professional growth period begins September 1 of the year in which his or her permanent/tenured status was attained and each six-year period thereafter shall constitute the applicable professional growth period.

College Credit.

Six hours of college credit, graduate or undergraduate, earned during any professional growth period, shall be accepted as evidence of professional growth. Grade slips or a transcript of credits earned shall serve as evidence of credit. Such evidence shall be filed with the superintendent of schools or his or her designee, and shall be maintained in the employee's personnel file.

Applicability to the Salary Schedule.

Credit hours earned to complete professional growth requirements 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 current school board policies.

Other Professional Growth Activities.

Evidence of professional growth may also be demonstrated by earning twenty-four professional growth points per six-year period by completing any combination of activities as set forth below. The required twenty-four points may be earned in a single year or over a period of six years.

Any change in the number of professional growth points required, the types of activities allowed for purposes of professional growth, or any limitations as to the applicability of activities following the adoption of these provisions shall not be retroactive with regard to work already begun. The board of education or it's designee reserves the right to change the activities allowed at any time. Implementation of any changes in professional growth requirements shall be in such a manner as to cause no penalty to those staff members who are currently working on professional growth requirements for their present professional growth period. All professional growth activities earned pursuant to these provisions shall be accepted by the board of education as evidence of professional growth.

I. Professional Growth Activities. Listed below are the activities for which growth points may be earned.

- A. Formal class-work.
 - 1. College or university credit (one semester hour equals four points.)

- B. Professional meetings or activities. (All activities shall be based upon a five hour day and will be scheduled before or after the school day or school year.)
 - 1. Curriculum conferences. (One point per half day.)
 - 2. Workshops. (One point per each half day - this would be weighed double if it has been designated as one of the school district's identifiable need for the current school year.
 - 3. Activities and conventions sponsored by the N.S.E.A. or the N.C.S.A. which are instructional in nature. (One point per day)
 - 4. Demonstration teaching and/or presenting in-service programs to colleagues within or outside of the

- district. (One point per half day, not to exceed four days.)
5. School visitations. (Two points per day, not to exceed four days.)
 6. Supervision of student teachers. (Two points per student-teacher, per nine weeks.)
 7. Teaching summer school or adult education. (One point per class taught.)
 8. Special voluntary school district activities as approved by the administration. (Points to be determined by the administration.)

II. Approval and Verification of Professional Growth Activities Other Than College Hours. Prior to registering, attending, or participating in a professional growth activity, the employee shall notify the superintendent of schools or his or her designee of the employee's intent to participate in that activity by completing a professional growth activity form. The form shall describe the project, the date of attendance, and the anticipated date of completion. The superintendent of schools shall provide prior notification to the teacher if the requested professional growth activity has been approved or disapproved. Requests for approval of professional growth activities must be made at least thirty days prior to the starting date of the activity.

III. Review of Professional Growth Status. Professional growth records shall be the responsibility of the teacher. The teacher's professional growth records should be kept in his or her personnel file along with the transcript of credits and a valid teaching certificate. Failure to give evidence of professional growth may result in loss of the teaching certificate and the termination of an employee's contract.

ADMINISTRATIVE RECOMMENDATIONS: At the beginning of each school year the superintendent of schools will complete a list of staff development areas which teachers can use in considering selections for professional workshops and or study.

Refer to AR-4630, Application for Professional Growth.

Legal Reference: §79-830

Permanent Certified Employee,
Evidence of Professional
Growth Required.