

## Section 400 – Personnel

### Certificated Employee Professional Growth

#### Certificated Employee Professional Development

File: 409.01

#### Required Professional Growth Activities

Every six years the teachers in the O'Neill Public Schools system shall give evidence of professional growth as is approved or required by the school district in order to remain eligible for continued employment. Activities that will be accepted as professional growth can be found in the table included in this policy.

**Professional Growth Period** - This refers to each six year period which will commence on September 1<sup>st</sup> of the first year of employment, during which teachers are required to give evidence of professional growth. September 1<sup>st</sup> of the seventh year starts the second six year period.

**Professional Growth Points** - All teachers must earn a total of 24 professional growth points during each professional growth period. Approved activities found in the professional growth categories listed in the table will accumulate points toward professional growth requirements.

**Professional Growth for workshops, conferences, and webinars** – Professional growth points will be allowed if paid for by the teacher. Professional days may be used for this purpose. Points will be allotted according to the rubric below.

**Procedures for Applying for Growth Credit** – Teachers should indicate on the Staff Development Request form whether or not they intend to use the activity for professional growth. College credit hours may also be considered for professional growth points if requested by the teacher. A separate application shall be submitted for each activity for which growth points are requested. Application shall be initiated by the person requesting credit.

**Professional Growth Categories** - Listed are the activities for which growth points may be obtained and the maximum number of points allowed. The required 24 points may be earned in a single year or over a period of six years. Up to 12 points in excess of the required 24 points, may be carried over into the **next** 6 year cycle.

**Section 400 – Personnel****Certificated Employee Professional Growth****Certificated Employee Professional Development****File: 409.01**

<b>Professional Growth Category</b>	<b>Point Criteria</b>
I. Pre-Approved Course Work	
A. College or University Courses	One semester hour = 4 pts
B. Verified Audit of College or University Courses	One semester hour = 1 pt
II. Pre-Approved Professional Meetings	
A. Workshops, conferences, & webinars	Three seat hours = 1 pt
B. Participation in Professional Learning Community	Three hours meeting time off contract = 1 pt
C. Professional presentations prepared and presented to adults at a workshop or conference.	Administrative discretion – One hour = 1 pt
III. Other Pre-Approved Activities	
A. Professional research related to pedagogy.	Administrative discretion – up to 4 pts
B. Membership in a professional organization when dues are paid for by the teacher.	Administrative discretion – One year = 1 pt
C. Publication of work in professional journals or other educational related materials.	Administrative discretion – up to 4 pts
D. School visitations related to assigned curricular areas.	Administrative discretion – up to 4 pts
E. School visitations or accreditation/visitation committees.	Administrative discretion – One day = 1 pt
F. Service as a "cooperating Teacher" for student Teacher.	Administrative discretion – One semester = 2 pts
G. Service as an appointed or elected officer of a professional organization.	Administrative discretion – One year = 1 pt
H. Service as a Department Chairperson	One year = 1 pt
I. Other activities not included above may be considered after prior approval from the administration.	Administrative discretion – up to 4 pts

If a staff member attends a workshop, conference, or webinar for one and one-half hours (1/2 point may be granted).

All applications eligible for consideration must be turned into the principal's office during the six year growth period of time.

Legal Reference: NDE Rule 10

Neb. Statute 79-830

Cross Reference: 409.02 Certificated Employee Training, Workshops or Conferences