

## 4032 Professional Growth

Every six years, permanent certificated employees shall give evidence of professional growth. Six semester hours of college credit shall be accepted as evidence of professional growth.

The board of education believes the goal of professional self-improvement to be inherent in the responsibilities of each certificated district employee.

Examples of other professional growth activities which may count toward the six-year requirement include non-credit courses, lecture series, workshops, conferences, study groups, local in-service courses, committee service, supervising a student teacher, serving with professional groups, travel of significant educational value, and membership in professional organizations.

The employee must receive approval from the Professional Growth Evaluation Committee for any of these activities to count toward professional growth.

Points awarded are:

- 1 point per semester hour of college credit.
- 1/4 point per year for regular participation in local in-service activities sponsored by the Central City School District within the contract year. Rule 15 NDE requires that each teacher shall participate in at least 10 hours of in-service activities per year.
- 1/2 point per year for serving as an in-service chairperson or principal with in-service responsibilities to the school district.

All activities will be evaluated based upon 1 point being the equivalent to approximately 18 hours of involvement. Professional growth activities that represent a commitment that go beyond the responsibility of the normal contract day & school year will be given the highest priority by the Professional Growth Evaluation Committee.

PROFESSIONAL GROWTH CREDIT SHALL BE AWARDED TO ACTIVITIES, PROJECTS, & RESPONSIBILITIES THAT CONTRIBUTE TOWARD THE APPLICANT'S EFFECTIVENESS IN THE POSITION

TO WHICH HE OR SHE IS ASSIGNED.

ALL events and activities should be reported to the Professional Growth Evaluation Committee regardless of your personal accumulation of professional growth points.

No professional growth units will be awarded if the applicant has been paid for a non-college activity either by released time or by an additional amount paid by the school district.

Adopted on: **November 15, 2010**

Revised on: **January 14, 2019**

Reviewed on: **July 17, 2023**