

PersonnelProfessional GrowthRequired Professional Growth Activities

Every six years the teachers in the Crete Public Schools system shall give evidence of professional growth as is approved by the school board in order to remain eligible for continued employment. Educational travel, professional publications, work on educational committees, college work, or such other activity approved by the school board may be accepted as evidence of "professional growth".

Professional Growth Period - This refers to each six year period during which teachers are required to give evidence of professional growth. A tenured teacher, upon employment on September 1, begins his/her initial six year growth period at that time, and end it on August 31, six years later. The beginning 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. Each activity of professional growth has its own criteria for acceptance and evaluation. It is the individual teacher's responsibility to show that the activity did actually contribute to his/her professional development and to their increased effectiveness in the capacity in which he/she is employed. The requirement of proof may be accomplished in a variety of ways such as: written reports, AV presentations, grade transcripts, etc.

Procedures for Applying for Growth Credit - Application for accreditation of professional growth activities and college credit shall be made on forms prescribed by the Professional Growth Committee. A separate application shall be submitted for each activity for which growth points are requested. Application shall be initiated by the person requesting credit. Any activity not clearly defined as a possibility for professional growth must have preliminary approval before participation by the superintendent and principal. The application, together with substantiating evidence that the work has been completed, shall be given to the principal's office. After the professional growth committee has considered the application, then reviewed and signed by the superintendent, notice will be sent to the applicant of the approval or non-approval. After all the parties have taken action, the application will be filed in the applicant's personal file. Teachers may earn more than twenty-four professional growth points in a six year period and have these recorded on their record if they so request this to the superintendent/or principal.

Professional Growth Committee - A professional growth committee will be appointed by the superintendent. The principal and two teachers will make up this committee. The teachers will be appointed for a two year period.

Classification of Activities - Listed are the activities for which growth points may be obtained and in addition, the maximum number of points allowed. The required 24 points may be earned in a single year or over a period of six years. Points earned during one

growth period may not be carried over into the succeeding professional period, even though they may have earned in excess of the required number.

Professional Development Activities - Growth Points

CATEGORY	No. PROFESSIONAL GROWTH POINTS
1. Formal Coursework	
1.1. College or University	15 PGP / One Semester Hour
1.2. Courses at non-accredited institution (Community College)	1 PGP/ Hour of Instruction (15 PGP/ Credit Hour)
1.3. Auditing a course at accredited institution	1 PGP/ Hour of Instruction (15 PGP/ Credit Hour)
2. Professional Meetings	
2.1. Committee Work (Committee Member)	1 PGP / 2 Hours of Work
2.2. Committee Chair/Secretary	2 PGP / 1 Hour of Work
2.3. Conferences, Conventions, Workshops, and District Provided Professional Development Days (Participant)	5 PGP / Day
2.4. Conferences, Workshop, or District Provided Professional Development Presenter	10 PGP / Day
3. Supplementary Teaching Responsibilities	
3.1. University/College Teaching	2 PGP / Hour of Instruction
3.2. Curriculum Writing (summer)	1 PGP / Hour of Writing
3.3. Staff Development Presenter	2 PGP / Hour of Presentation
3.4. Adult Education Teaching (ABE or GED instruction)	2 PGP / 2 Hours of Instruction
3.5. Coaching Clinic	5 PGP / Day
3.6. Supervision of student teaching	15 PGP / Semester
4. Other Approved Activities	
4.1. Research Publication	Negotiable with Principal
4.2. Active membership in professional organizations	1 PGP / Year
4.3. Serving as an officer in professional organizations	2 PGP / Year
4.4. School visitations	2 PGP / Day
4.5. Other Staff Development	Negotiable with Principal
4.6. Criteria Reference Writing	½ PGP / Hour

If a staff member attends a workshop or conference for one and one-half hours (1/2 point possible credit), then that workshop may be referred to the Professional Growth Committee, if accompanied by another application from the same category for another one-half point.

No more than 8 growth points can be awarded in the areas of extra-curricular activities in any growth period.

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

period of time.

Legal Reference: Neb. Rev. Stat. § 79-830
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