

Personnel - Certificated EmployeesProfessional Growth

Every six years the teachers in the Holdrege Public Schools system shall give evidence of professional growth as is approved by the Board of Education in order to remain eligible for continued employment.

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 ends it on August 31 six years later. The beginning of the seventh year starts the second six year period.

Professional Growth Points – Each teacher must earn a total of 90 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 actually contributed to his/her professional development and to 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, presentations, grade transcripts, etc.

Procedures for Applying for Professional Growth Points - Application for professional growth points through approved activities and college credit shall be made on prescribed forms by the person requesting credit. The application, together with substantiating evidence that the work has been completed, shall be submitted to the principal's office by June 1<sup>st</sup> of each school year. Upon administrative review and approval, the application will be filed in the Superintendent's office.

Classification of Activities –Listed are the activities for which growth points may be earned. The required 90 points may be obtained 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 growth period, even though the teacher may have earned in excess of the required number.

Description	Points
Education <ul style="list-style-type: none"> <li>• Earning credit from an accredited college or university</li> <li>• Teaching an adult education or college class (subject to administrative approval)</li> </ul>	15 per semester hour 15 per semester hour or per adult education class
Inservice <ul style="list-style-type: none"> <li>• Established annually by the Administration based on School Improvement Goals</li> </ul>	Annual Schedule
Leadership <ul style="list-style-type: none"> <li>• Serving in a leadership role for district-wide committees (e.g. School Improvement Steering Committee, Technology Committee Chairman)</li> <li>• Serving on a committee of a professional organization other than HEA (subject to administrative approval)</li> <li>• Serving as president-elect of a professional organization (subject to administrative approval)</li> <li>• Serving as president of a professional organization (subject to administrative approval)</li> </ul>	5 per school year  5  5  15
Supervision of Student Teachers <ul style="list-style-type: none"> <li>• Serving one quarter as a supervising teacher</li> <li>• Servicing one semester as a supervising teacher</li> </ul>	5  10

Other	
• Serving on an external evaluation team for another school district.	10
• Writing an article which is published in a professional publication (subject to administrative approval)	5
• Presenting at a state, regional or national conference (subject to administrative approval)	5
• Other activities as approved in advance by the Superintendent.	TBD

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

Date of Adoption: 8/15/1983

Revised: 12/14/87

Recodified: March 14, 2005

Revised: 11/13/2006