

### **Professional Personnel Development Opportunities**

The School Board Policy relating to professional growth shall be administered as follows:

1. College credit shall be monitored and approved by the Human Resources Office.
2. A teacher teaching on a lifetime teaching license shall have earned a minimum of four semester hours of college credit during each five-year growth period.
3. A teacher teaching on a two-year or five-year Educator's Professional License shall earn the minimum number of semester hours of college credit as required by the North Dakota Education Standards and Practices Board for license renewal.
4. Teachers new to the state, returning to teaching after an extended absence, or part-time teachers will need to meet the requirements of the Education Standards and Practices Board for licensure.
5. The Human Resource Director shall approve and monitor the in-service hours. The Human Resource Director shall approve and monitor the required college credit.

Professional growth units may be earned in the Bismarck Public Schools as follows:

1. Additional college study - Semester hours earned in the last five years beyond the highest level of education.
2. District Study Groups - Proof of attendance and completion.