

### **Professional Personnel Development Opportunities**

Staff development is essential to the continued growth of our educational system and the Board is committed to providing opportunities for the continual professional development of its staff. Such opportunities shall include district workshops and study groups, professional resources through the Library Media Office, new teacher orientation and mentoring program, assistance from supervisors, coaches and consultants, and release time for visits to other classrooms and attendance at conferences and other professional meetings.

Professional growth is defined as either undergraduate or graduate credit and must be either in professional education or applicable to the applicant's certified major, minor, or endorsement areas. The Board encourages professional growth and self-improvement through further study, publication, and other means of self-improvement. Incentives for such improvement are built into the salary schedule and the District Professional Growth Program.

The Professional Growth Program applies to all licensed instructional, non-supervisory personnel. Minimum requirements established by the Education Standards and Practices Board for teacher education preparation will be met during each growth period. In the case of persons with life teaching licenses, a teacher's first five-year growth period will begin on September 1 of his/her first school year of employment. Subsequent five-year growth periods will begin at five-year intervals from the first growth period. In the case of persons with two or five year licenses, the growth period shall be the term of the license.

A record of all staff development will be maintained by each teacher and on the staff development tracker. College credit will be monitored by the Human Resources Office. Failure to comply with the Professional Growth Program will result in the establishment of a one-year grace period during which time the employee will remain at the same salary irrespective of changes in the salary schedule. Failure to meet professional growth requirements within the grace period may result in a recommendation for nonrenewal.

Reinstatement on the salary schedule: At the time when the professional growth requirements are attained and approved, the employee will resume movement on the salary schedule and the step on which he/she was frozen beginning the next contract year.

The Professional Growth Program is a part of Board Policy and is not subject to the Grievance Procedure except for the section relating to reinstatement on the salary schedule.