

# Policy 4130: Professional Growth

Every six years permanent certificated employees shall give evidence of Professional Growth as approved by the Cozad Board of Education in order to remain eligible for continued employment. College credit, professional publications, workshops, or other educational activity as approved by the board of education may be accepted as evidence of "Professional Growth". Professional Growth Period-a six year period of time, beginning on September 1, 1982, or first year of employment after that date and ending August 31, six years later. The beginning of the seventh year starts the second six year period. Professional Growth Points-all permanently certificated staff 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. Six hours of college credit meet this requirement. It is the permanently certificated staff's responsibility to show that the activity did actually contribute to their professional development and to their increased effectiveness in the capacity in which they are employed.

The requirement of proof may be accomplished in a variety of ways such as: written reports, presentations, etc. Procedure for applying for Growth Credit-Application for credit for Professional Growth shall be made on forms prescribed by the Professional Growth Committee. A separate application will be submitted for each activity for which growth points are requested. Application shall be initiated by the person requesting credit. After the educational growth activity has been completed, an application which includes evidence of completion of the work shall be given to the Professional Growth Committee. After the committee has acted on the application, the applicant shall be notified of the decision of the committee. A copy will then be forwarded to the superintendent's office, where it will be kept on file for future reference. No applications will be considered for less than one growth point. Forms for application will be available in all offices of the school's administrators. A Professional Growth Committee will be appointed by the superintendent.

Classifications of activities-listed below are the activities for which growth points may be required. The maximum number of points for each activity is also shown. Points earned during one growth period may not be carried over into the succeeding growth period.

An applicant for the Professional Growth Points may appeal the decision of the Professional Growth Committee to the superintendent of schools.

Professional Growth Activity	Max Points/Year	Max Points/ Period
<p><i>Formal Class Work</i></p> <ul style="list-style-type: none"> <li>• College or University Courses <ul style="list-style-type: none"> <li>○ 1 Semester Hour = 4 Points</li> </ul> </li> <li>• Auditing Courses <ul style="list-style-type: none"> <li>○ 1 Semester Hour = 1 Point</li> </ul> </li> </ul>	<p>24</p> <p>4</p>	<p>24</p> <p>4</p>
<p><i>Professional Meetings</i></p> <ul style="list-style-type: none"> <li>• Curriculum Conference &amp; Conventions <ul style="list-style-type: none"> <li>○ 1 Point / Day</li> </ul> </li> <li>• Workshops <ul style="list-style-type: none"> <li>○ 1 Point / Half day</li> </ul> </li> <li>• Special Classes <ul style="list-style-type: none"> <li>○ Points TBD by Professional Growth Committee</li> </ul> </li> <li>• District Focus Activity <ul style="list-style-type: none"> <li>○ Up to 2 Points / year based on Admin Evaluation</li> </ul> </li> <li>• Professional Presentations <ul style="list-style-type: none"> <li>○ Points TBD by Professional Growth Committee</li> </ul> </li> <li>• In-School Workshop Sessions <ul style="list-style-type: none"> <li>○ 4 one-hour sessions = 1 Point</li> </ul> </li> </ul>	<p>2</p> <p>4</p> <p>12</p> <p>2</p> <p>12</p> <p>1</p>	<p>8</p> <p>12</p> <p>12</p> <p>12</p> <p>12</p> <p>4</p>
<p><i>Other Approved Activities</i></p> <ul style="list-style-type: none"> <li>• Research (must be preapproved) <ul style="list-style-type: none"> <li>○ Points TBD by Professional Growth Committee</li> </ul> </li> <li>• Publication <ul style="list-style-type: none"> <li>○ Points TBD by Professional Growth Committee</li> </ul> </li> <li>• Travel (only college or university sponsored touring) <ul style="list-style-type: none"> <li>○ Points TBD by Professional Growth Committee</li> </ul> </li> <li>• School Visitations (other than Cozad Community Schools) <ul style="list-style-type: none"> <li>○ 1 Point / Day</li> </ul> </li> <li>• Summer Employment (directly related to educator's field) <ul style="list-style-type: none"> <li>○ 90 Hours = 1 Point</li> </ul> </li> <li>• Serving as a Cooperating Educator <ul style="list-style-type: none"> <li>○ 8 Week Supervision = 4 Points</li> </ul> </li> <li>• Direct Instruction for Telecommunication Classes <ul style="list-style-type: none"> <li>○ 1 Semester = 1 Point</li> </ul> </li> </ul>	<p>4</p> <p>8</p> <p>4</p> <p>2</p> <p>2</p> <p>4</p> <p>4</p> <p>2</p>	<p>16</p> <p>16</p> <p>12</p> <p>4</p> <p>4</p> <p>8</p> <p>No Cap</p>
<p><i>Growth Points are not for activities related to non-instructional activities</i></p>		