

PersonnelProfessional GrowthRequired Professional Growth Activities

Every six years, the teachers in the Plattsburgh Community Schools system shall give evidence of professional growth as is approved by the 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 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 personnel 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.

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 Growth

I.	A. College or University courses (One semester hours equals 4 pts.)		
	B. Auditing Courses (One semester hours equals 1 pt.)		
II.	Professional Meetings		
	A.	Workshops, curriculum conferences & conventions. (One point for every 3 hrs.) (Except Plattsmouth Community School sponsored)	4
	B.	TV & Radio In-service Programs (One point for every 6 hrs. viewing or listening)	
	C.	Professional presentations to adults at a workshop, conference, or convention. (One point per hour)	12
III.	Other Approved Activities		
	A.	Research (Pre-approval required by superintendent and principal)	
	B.	Publications in professional journals and other educationally related material. (Pre-approval required by superintendent and principal)	16
	C.	Travel (One point per day) (Pre-approval required by superintendent and principal)	12
	D.	School visitations or accreditation/visitation committee. (One point per day)	12
	E.	Summer employment related to professional assignment or work. (Pre-approval required by superintendent and principal)	
	F.	Serving as a cooperating teacher. (One point each semester)	3
	G.	Service as an appointive or selective officer of a professional organization.	
	H.	Other activities not included above may be considered by the Professional Growth Committee after prior approval from the administration.	

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.

Date of Adoption: July 11, 2005

Reviewed: May 12, 2008, May 11, 2009, May 10, 2010, May 9, 2011, Dec. 12, 2011

Reviewed: Mar. 11, 2013, Feb. 10, 2014, Feb. 9, 2015, Feb. 8, 2016, Feb. 13, 2017, Feb. 12, 2018, Feb. 11, 2019, Mar. 9, 2020, Mar. 8, 2021, Mar. 14, 2022, Mar. 13, 2023, Mar. 18, 2024