

Professional Learning Opportunities

The Board requires all licensed and ancillary personnel to participate in professional learning contained in law and required by the District.

The Superintendent shall develop professional learning to support professional growth for the District in consultation with stakeholders. Professional learning must include the training required under NDCC 15.1-21-12.1, but may also include other content areas, including behavioral, physical, or mental health.

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. Incentives for such improvement are built into the salary schedule by completion of approved graduate level credits when submitted for lane changes.

A record of all professional learning will be maintained by each teacher and on the professional learning platform. College credit will be monitored by the Human Resources Office. Eligible professional learning credits for lane changes are outlined per the Negotiated Agreement. Professional learning credits shall include:

1. Graduate thinking/learning/work inclusive of a reflective component.
2. Graduate thinking/learning/work is shared beyond the individual.
3. Intentional alignment to District strategic mission, vision, and values and building level goals/instructional framework.

Professional learning shall be evaluated based on, but not limited to, student performance data, surveys, input from administrators and instructional staff, and performance evaluations.