

4032

Professional Growth

The board of education believes the goal of professional self-improvement to be inherent in the responsibilities of each certificated district employee.

Every six years, permanent certificated employees shall give evidence of professional growth. The six-year period shall commence on August 1st of the year the certified staff member achieves permanent status or tenure and shall end on July 31st after the sixth year of continuous service. Each subsequent six-year cycle shall begin immediately following the end of a cycle. Hours or credits cannot be accumulated during one cycle to be applied during a subsequent six-year cycle.

Six semester hours of college credit shall be accepted as evidence of professional growth. Other activities which may count towards the teacher's professional growth requirements include, but are not limited to:

- Mentoring a teacher new to the district
- Leading (or serving on) an external accreditation visit
- Teaching undergraduate or graduate level college courses directly related to education
- Publishing professional journal articles and/or research on a topic directly related to education
- Presenting on a topic directly related to education at a state or national conference
- Presenting on a topic directly related to education during a district inservice
- Attending at a state or national conference directly related to education
- Attending pre-approved professional workshops, seminars, or local inservice activities
- Serving on a pre-approved district-level committee
- Serving on a building school improvement committee
- Supervising a student teacher

One unit of professional growth credit will generally be equivalent to twelve hours of personal time spent on an educational activity.

Failure to comply with the requirement shall result in the following action:

1. Those certified staff members who fail to meet the statutory requirements shall be frozen on the salary schedule for the seventh year of the cycle or the first year of non-compliance.
2. Those in non-compliance with the statutory requirements shall be notified by April 15th of the sixth year of the cycle that their contract will be amended for the following contract year to include a freeze in dollar amount.
3. Evidence of compliance with the statutory requirements by October 1st of the seventh year shall result in restoration of normal salary status.
4. Failure to complete the statutory requirements by March 15th of the seventh year shall result in notification of suspension without pay and a recommendation for termination of employment at the close of the contract year as specified under Nebraska Revised Statute 79-824.

Adopted on: July 25, 2016

Revised on:

Reviewed on: November 11, 2024

Procedure 4032
Professional Development – Tenured Certificated Staff

Nebraska statute 79-830 and board policy 4032 require all permanent, certificated staff members to complete six professional growth credits every six years. Please indicate which of the following activities were completed, then return this form to the Human Resource office.

Activity	Credits	Limits	School Year	Initials	Total
Graduate coursework	Equal to course credit	Unlimited	_____ _____	_____ _____ HR _____ HR	
New teacher mentoring	1 credit per year	Unlimited	_____ _____ _____ _____ _____	_____ _____ HR _____ _____ HR _____ _____ HR _____ _____ HR	
Chairing an AdvancED external accreditation team	2 credits per visit	4 credits every 6 years	_____ _____	_____ _____ Supt. _____ Supt.	
Serving on an AdvancED external accreditation team	1 credit per visit	2 credits every 6 years	_____ _____	_____ _____ Supt. _____ Supt.	
College level teaching	1 credit per course taught	2 credits every 6 years	_____ _____	_____ _____ Supt. _____ Supt.	
Professional publication or presentation at state/national conference	1 credit per publication or presentation	3 credits every 6 years	_____ _____ _____	_____ Curriculum _____ Curriculum _____ Curriculum	
Attendance at pre-approved state or national conferences	1 credit per 12 contact hours	3 credits every 6 years	_____ _____ _____	_____ Curriculum _____ Curriculum _____ Curriculum	
Committee membership (Achievement, Character, Technology, DSC, Safety, or pre-approved by Supt.)	1 credit per committee	3 credits every 6 years	_____ _____ _____	_____ _____ Cmte. chair _____ _____ Cmte. chair _____ _____ Cmte. chair	
Attending ESU #3 professional workshops, seminars, or RPS inservice activities	1 credit per 12 contact hours	4 credits every 6 years	_____ _____ _____ _____	_____ _____ Principal _____ _____ Principal _____ _____ Principal _____ _____ Principal	
RPS inservice presentation (building or district level)	1 credit per presentation	2 credits every 6 years	_____ _____	_____ _____ Principal _____ _____ Principal	
Serving on a building school improvement team	1 credit per year	2 credits every 6 years	_____ _____	_____ _____ Principal _____ _____ Principal	
Supervising a student teacher	1 credit per year	2 credits every 6 years	_____ _____	_____ _____ Principal _____ _____ Principal	

Name: _____

Building: _____

Due: July 31, _____