

PERSONNEL

PROFESSIONAL GROWTH PLAN

I. PURPOSE

The purpose of this policy is to outline the Professional Growth Plan for teacher evaluation in Martin County West Schools.

II. GENERAL STATEMENT OF POLICY

Martin County West Schools, in compliance with the statutory requirements of Minnesota, has developed a Professional Growth Plan for all teachers. This plan was developed jointly by a representative group of teachers and administrators from Martin County West Schools.

III. COMPONENTS

The Martin County West Professional Growth Plan for teachers consists of a number of components. These components vary slightly depending upon the cycle year for tenured teachers. For more information about the components, refer to the Professional Growth Plan Handbook. These include:

- Growth Action Plan
- Peer Review
- Administrative Walkthroughs
- Formal Observation
- Student Engagement Goal
- Student Achievement Goal
- Summative Evaluation
- Participation in Professional Learning Community

At the end of the school year, upon successful completion of all components of the Professional Growth Plan, the teacher will receive a stipend of \$300. The evaluation and/or discipline of any teacher remains a duty of the School District.

IV. ADJUSTING THE PLAN

Any significant adjustments to the components and requirements of the Professional Growth Plan for teachers will be made in consultation with a representative group of teachers and administrators.

Any changes to the stipend amount must be approved by the District Staff Development Committee and the Martin County West School Board.