

CERTIFICATED STAFF

401.07

Professional Growth Requirements

The Nebraska Legislature, as noted in Nebraska Statute 79-830, adopted a requirement that every permanent certificated employee of Nebraska schools earn the equivalent of six semester hours of college credit each six years or earn professional growth points as adopted by board policy. The purpose of the requirement is to promote improvement in the quality of education for Nebraska's children and to retain tenure. Only relevant activities, as determined by the Professional Growth Committee, will be accepted under this policy.

Six hours of college credit, graduate or undergraduate, earned during any professional growth period, shall be accepted as evidence of professional growth. Grade slips or a transcript of credits earned shall serve as evidence of credit earned; shall be filed with the superintendent or his designee, and shall be maintained in the employee's personnel file.

College credit hours earned to complete the professional growth requirement shall be applicable for movement on the salary schedule if the hours meet existing criteria for salary advancement set in the board policy.

Professional growth points have no relationship to salary increases, certification, or endorsements unless determined by college credit classes in fields related to their teaching assignment and approved by the superintendent.

Any activity requiring an absence from school during a school or contract day shall be governed by the professional and personal leave policies of the district.

A "Professional Growth Status" sheet will be maintained in each staff member's file and updated annually by September 1. A summary of all staff's updated status shall be provided annually by the Professional Growth Committee to the Superintendent by September 1.

This policy is adopted as a guideline of the requirements, alternatives and procedures necessary for certificated employees below the rank of superintendent of the Kimball Public Schools, to meet the requirements of the law.

Penalty for failure to meet the professional growth requirement becomes just cause for termination of the teaching contract.

- Section 1 Every certificated employee of the Kimball Public Schools shall, within each six year period of employment @ Kimball Public Schools, earn 30 professional growth points.
- Section 2 Such points shall be approved by the Professional Growth Committee on forms provided for the purpose and shall be permanently recorded in the employee's personnel file, kept in the central office of the district.
- Section 3 Professional Growth Committee. A Professional Growth Committee shall consist of the following persons: the elementary principal, the secondary principal, and one teacher from each building in the district. The members of the committee shall select one of its members as chairperson. Other officers can be appointed, if needed by the Superintendent or his/her designee.
- Section 4 Procedure:
- a. Upon completing Professional Growth Activity an employee obtains and completes the Approval Form and submits to the Professional Growth Committee.
 - b. The decision of the Professional Growth Committee may be appealed to the superintendent and then the board of education.
 - c. Verification of professional growth points is filed in employee's personnel file.

Category I – “Continued Education” (No Point Limit)

	<u>Unit Considered</u>	<u>Points Awarded</u>
College Credit	1 Sem. Hr.	5
Certification Maintenance Hours (Nurse, Speech, etc.)	15 CMH	5
Auditing College Course	1 Sem. Hr.	2
College work done in specialized training schools Examples: Foreign Language Institutes, training Courses for Driver Education teachers, etc.	1 Sem. Hr.	5
Curriculum workshops, educational workshops, or webinars	4 Clock Hrs.	1

Category II – “Extended Teaching Responsibilities” (20 Point Limit in 6 years)

	<u>Unit Considered</u>	<u>Points Awarded</u>
Teaching Dual Credit for Kimball Public Schools	1 Sem. Hr.	5
Teaching Adult Ed. Classes/Summer School hosted at or by Kimball Public Schools	4 Clock Hrs.	1
Conducting Educational In-service Sessions or Workshops	2 Clock Hrs.	1
Supervising Student Teachers	Each Student- eight-nine week block	5
Teaching Gifted classes beyond assigned duties	4 Clock Hrs.	1

Category III – “Professional Activities” (10 Point Limit in 6 years)

	<u>Unit Considered</u>	<u>Points Awarded</u>
Services on Kimball Public Schools system-wide committees (i.e. Continuous Improvement Plan (CIP), Curriculum Textbook Evaluation, District Committees)	10 Clock Hrs.	1
Committee Chairman	Annually	2

Category IV – “Teacher Growth Not Reflected in the Above Categories” (5 Point Limit in 6 years)

	Unit <u>Considered</u>	Points <u>Awarded</u>
Professional Publications	Committee Decision	
Educational Travel Applicant must submit tangible evidence of professional growth, such as specific materials or methods to be used in the class-room as a result of such travel.	Committee Decision	
Summer employment which contributes to the professional growth of the teacher Examples: Working toward vocational endorsement, a counselor working for Job Service, etc.	Committee Decision	
Other Professional Growth Activities (School visitations, conventions, etc.)	Committee Decision	

Adopted: June 12, 2000
Revised: January 9, 2017

KIMBALL PUBLIC SCHOOLS
Kimball, Nebraska

Approval for Professional Growth Credit

Please complete Section I

SECTION I

Participant's Name _____

Date of Activity _____

Name of Activity _____

Sponsoring Institution _____

Presenter _____

Number of Clock Hours of Event _____

Number of Professional Growth Credit Units Requested _____

Why Should This Activity Be Approved For Professional Growth Credit? _____

Applicant's Signature _____

Section II

The above Professional Growth Activity is approved for _____ Units.

The above Professional Growth Activity is not approved for the following reasons: _____

DATE _____

Chairman of Professional Growth Committee