

Professional Growth**Required Professional Growth Activities**

Every six years the teachers in the Raymond Central Public Schools system shall give evidence of professional growth as is approved by the School 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 School 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 ends it on August 31, six years later. The beginning of the seventh year after tenure 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. Attendance will be taken at all PLC and Professional Development Days. Teachers can reference this attendance sheet when turning in their points by contacting the Superintendent's Office.

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 parties have taken action, the application will be filed in the applicant's personal file. Teachers may earn more than 24 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. All graduate level courses need to be approved as professional growth by the superintendent prior to registering for those classes. Conferences and workshops can be approved as they become available for staff.

Professional Growth Committee - A committee made up of one administrator selected by the Superintendent and four teachers (two elementary, one junior high and one senior high) selected by the R.C.E.A. shall constitute the Professional Growth Committee. The purpose of the committee shall be to review applications for professional growth and make recommendations of the activities submitted.

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.

Legal Reference: Nev. Rev. Stat. § 79-830

Date of Adoption: November 13, 2019

RAYMOND CENTRAL PUBLIC SCHOOL PROFESSIONAL GROWTH FORM

Each professional employee shall secure 24 professional growth credits within each six year period of employment by the district.

1. <u>Formal Classwork:</u>		
a. College Credit (1 semester hour)		5 Points
b. Auditing Master Level College Course (1 semester hour)		5 Points
c. Non-credit Adult Class related to education (9 clock hours)		5 Points
2. <u>Professional Meetings and Activities:</u>		
a. Conferences and Conventions (1 day or 6 hours)		1.5 Points
b. In-service Workshops (½ day or 4 hours) / PLC Attendance		1 Point
c. System-Wide Committees (9 clock hours)		1 Point
d. Service on professional committees, directed by recognized professional educational organizations (1 day)		1 Point
e. Service on District Curriculum Committees (½ day)		1 Point
f. School Visitations (1 day)		1 Point
g. Supervising Student Teachers		2 Points
3. <u>Credit for Other Activities:</u>		
a. Innovation projects, research and publication		30 Points
b. Educational Travel 1-8 days (1 day)		1 Point
c. Membership in Professional Organizations (1 year)		1 Point
d. Service appointive or elective officer of Professional Organization (1 year)		6 Points
e. Post-Secondary Teaching (1 class)		4 Points
f. Other activity as approved		Committee approval

Form to be completed by Raymond Central Public-School employees at the end of the school year.

Teacher's Name: _____ School Year: _____

Date	Description of Professional Growth Activity	Location	Total Points
Total Points Earned			

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 1/2 point.

All applications eligible for consideration must be turned into the superintendent's office during the six year growth period of time.

Chairperson Approval Signature: _____ Superintendent Approval Signature: _____