

Policy Subject PROFESSIONAL GROWTH POLICY	Location Code 405.6	Adoption Date 1/11/82
	Rescinds/Amends 7/12/99	Adopted

A. Certificated Staff Except Administrators

Professional growth is defined as those activities in which certificated personnel may participate to gain insight, innovative ideas, and practical knowledge in their field of teaching which may be utilized in the classroom. Professional growth for Norfolk Public Schools certificated personnel shall be measured by a point system. Points may be accumulated through college work, educational travel, in-service activities, and other approved activities, exceptional in kind and of value to the Norfolk Public Schools.

A forty-five (45) point program over a six-year period shall be used for all certificated personnel or above and thirty (30) of the forty-five (45) points earned each growth period for those holding less than a Master's Degree must be college credit. This change commences at the end of each individual's growth period after January 1, 1985. A Bachelor's Degree plus thirty-six (36) hours with a professional Fifteen (15) of the forty-five (45) points earned each growth period for those holding a Master's Degree teaching certificate or a Bachelor's Degree plus forty-five (45) graduate hours shall be construed as equivalent to a Master's Degree. Verification of a Master's Degree or professional teaching certificate must be shown from the granting institution within three months of the conclusion of the activity. Approved activities and their point values are detailed in the Professional Growth Policy Procedures.

Each individual is responsible for reporting his/her professional growth activities to the Professional Growth Secretary on standard application forms available from the building principals. Written notification shall be given concerning points granted or denied. An appeal to the Professional Growth Committee can be made within one calendar month of notification of denied points. Approval of professional growth points shall not be construed as approval for salary increments. The Professional Growth Committee shall advise the Superintendent's Office of the growth status for all certificated personnel. Failure to meet the professional growth standards shall be cause for termination of employment.

B. Permanent Certificated Administrators

Permanent certificated administrators in the Norfolk Public Schools shall show evidence of professional growth every six years. Professional growth activities shall be measured by a point system. Points may be accumulated through graduate college work, professional work, in-service activities, educational travel, community service and other approved activities that will contribute to the administrator's professional growth.

A 45 point program over a six-year period shall be used for administrators holding a Masters Degree. A 30 point program over a six-year period shall be used for administrators holding an Educational Specialist or Doctorate Degree.

Each administrator is responsible for reporting his/her professional growth to the superintendent of schools on a regular basis. Failure to meet professional growth requirements shall be cause for termination of employment, The board of education reserves the right to review and accept or reject all professional growth requests.