

**4032**  
**Professional Growth**

The Loomis Board of Education realizes that professional growth for every staff member is both necessary and beneficial. In accordance with LB 259, the Loomis Board of Education has adopted this policy to adhere to said statute and the Teacher Tenure Requirements of the State of Nebraska. This policy will be in effect beginning September 1, 1994 and shall continue until revised by the Loomis Board of Education.

Every six years, permanent certificated employees shall give evidence of professional growth. Six semester hours of college credit shall be accepted as evidence of professional growth.

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

Other professional growth activities which may count toward the six-year requirement include non-credit courses, lecture series, workshops, conferences, study groups, local in-service courses, committee service, supervising a student teacher, serving with professional groups, and mentoring new staff members. The employee must receive prior approval from the building principal for any of these activities to count toward professional growth.

No professional growth units will be awarded if the applicant has been paid for a non-college activity either by released time or by an additional amount paid by the school district.

Points may be given in the following categories and all maximums are a 6-year total and not an annual total:

- 01) College classes/workshops for college credit *(10 points per hour of credit earned)*
- 02) Attendance at workshops/clinics *(1/2 point for each actual hour spent with 20 point limit)*
- 03) Attendance at in-service of academic nature *(1/2 point for each actual hour spent with 20 point limit) (Must be outside school and not school mandated)*
- 04) Student teacher supervisor *(10 points with 20 point maximum)*
- 05) Teacher Mentor Program *(5 points per assignment with 10 point maximum)*
- 06) National/State Convention *(20 points maximum)*
- 07) Teaching night classes, workshops or in-services *(1 point for each hour spent teaching in the classroom with 30 point maximum)*
- 08) Office holder in LEA or on professional committee *(1 assignment per year/5 points per assignment/20 point maximum)*
- 09) Professional Publications *(10 points per publication with a maximum of 20 points)*
- 10) School visitations *(5 points per visit/20 point maximum)*
- 11) Serving on Loomis School District Committees *(1 assignment per year/5 points per assignment/20 points maximum)*

12) Serving on Department of Education External Visitation Team (*1 assignment per year/10 points per assignment/20 point maximum*)

13) Professional awards in teacher's field (*Negotiable with Superintendent with point range of 2-10 points*)

Regulations:

Activities worthy of professional growth not mentioned above may be submitted in writing to the Superintendent of Schools for consideration of points except for those non-paid sponsorships of school groups.

Maximums may be waived by the Superintendent for special circumstances upon request by the teacher.

Carryover points may be discussed with the Superintendent if emergency situations dictate.

All recordkeeping will be the responsibility of each teacher and the approved request and completion form shall be submitted to the Superintendent prior to each activity, with the exception of college courses, which may be completed after the fact. When the activity is completed, the teacher shall present the form again to the Superintendent for final approval and filing.

*Should a teacher fail to submit the proper paperwork, the activity will not count toward professional growth.*

Adopted on: September, 1994

Reviewed on: December, 2006

Revised on: December 9, 2013



