

420: PROFESSIONAL GROWTH PROGRAM (P)

Approved: 95 03 07
Amended: 99 02 23

POLICY

The Board of Education believes that the quality of a teacher’s instruction impacts on student learning. It also believes that quality instruction can be maintained and enhanced through a program of professional growth which recognizes the uniqueness of individual teachers and encourages their active participation and thoughtful self-assessment. The intent of this policy is to provide for the implementation of individual professional growth plans within a cooperative and supportive environment.

REGULATIONS

- 1.0 The process that enables teachers to develop personal growth plans shall be referred to as the Professional Growth Program.
- 2.0 The professional Growth Program is based on the following understandings:
 - 2.1 It is not evaluative nor linked in any way to the summative evaluation process.
 - 2.2 None of the observations, materials, notes which are a part of a teacher’s Professional Growth Program may be used in a subsequent summative evaluation.
 - 2.3 The summative evaluation process as outlined in the Collective Agreement is the method of teacher evaluation.
 - 2.4 The Board will permit the Administrative Officer to determine which teacher receives a summative evaluation and the frequency of evaluation.
 - 2.5 There will be a standard procedure or set of guiding principles for the Professional Growth Program process.
- 3.0 Participation in the Professional Growth Program shall be at the discretion of the individual teacher.
- 4.0 The content of a teacher’s professional growth plan shall be determined by that individual teacher.
 - 4.1 The plan format utilized will contain the following elements:

- 4.1.1 Professional goal(s). [The area(s) the teacher wants to emphasize this year.]
 - 4.1.2 Activities related to 4.1.1 [Activities the teacher proposes in order to accomplish his/her goal(s).]
 - 4.1.3 Criteria for completion. [How the teacher will know that he/she has achieved his/her goal(s).]
- 5.0 The role of Administrative Officer in a Professional Growth Program may include the following:
- 5.1 Scheduling an initial meeting with the participating teacher to discuss the plan.
 - 5.2 Requesting subsequent meetings when appropriate to ensure that the teacher's requests with regard to his/her plan are being met.
 - 5.3 Providing coordination where two or more teachers request such in order to collaborate in a professional growth plan.
 - 5.4 Accessing financial support where possible and when necessary to enable teachers to complete a professional growth plan.
- 6.0 The Professional Growth Program shall be piloted for a minimum of two (2) years with a review by a joint committee to be completed by June of 1999.