

## **PROFESSIONAL GROWTH**

- 10.100 This Article applies only to those unit members who, as of September 1, 1985, do not hold a clear multiple or single subject teaching credential.
- 10.200 Those unit members to whom this Article applies shall develop an individual program of professional growth which consists of a minimum of 150 clock hours of participation in activities which contribute to competence, performance or effectiveness in the profession of education. This program is to be completed within a five (5) year period. The five (5) year period begins September 1, 1985, or on the date that a credential takes effect after September 1, 1985. Acceptable activities shall include, but not be limited to, the following:
- 10.210 Courses from a regionally accredited college and university.
- 10.220 Participation in professional conferences, workshops, teacher center programs or staff development programs.
- 10.230 Service as a mentor teacher pursuant to Education Code Section 44496.
- 10.240 Participation in school curriculum development projects.
- 10.250 Participation in systematic programs of observation and analysis of teaching.
- 10.260 Service in a leadership role in a professional organization as verified by the President of the organization.
- 10.270 Participation in educational research or innovation efforts such as:
- 10.271 Participation in a teacher center program.
- 10.272 Gaining proficiency in use of computers in the classroom.
- 10.273 Staff development.
- 10.274 Creative use of T.V., music, or art to enhance the instructional program in the classroom.
- 10.275 Publication of professional articles in professional journals which demonstrates or enhances knowledge of the teaching/ learning process.
- 10.276 Travel directly related to the teaching assignment and which has a demonstrable value to the instructional program.
- 10.277 Participation as an exchange teacher which experience is related to the teaching assignment.
- 10.278 Membership on education related committees which have been established by the State or District.

- 10.300 A clock hour is determined by the actual time spent in the activity with the following exception: For courses taken from an accredited college or university, each semester unit shall equal 15 clock hours, and each quarter unit shall equal 10 clock hours.
- 10.400 Prior to beginning the year's activities which could accumulate clock hours, the unit member shall submit the proposed activity to his/her immediate supervisor. The immediate supervisor shall respond in writing his/her approval of the proposed plan for accumulation of clock hours in a timely fashion, but in no case longer than 10 working days after receipt of the proposal. If the unit member desires to amend an already approved activity for accumulation of clock hours, the same process shall be followed for prior approval.
- 10.500 Upon completion of the year's activity, the unit member shall submit to his/her immediate supervisor a form which contains the following information: type of activity engaged in, dates of the activity, and the number of clock hours spent in the activity. The immediate supervisor shall review and sign the form and submit a copy of the signed form to the personnel office with a copy to the unit member. This shall constitute the necessary verification that the unit member has completed the number of clock hours specified on the form.