

## ARTICLE 30

### **PROFESSIONAL GROWTH PROGRAM (CREDENTIAL RENEWAL)**

- 30.1 The purpose of this article is to notify bargaining unit members of the requirements concerning an individual program of professional growth pursuant to Education Code sections 44277-44279. If, during the term of this article, the legislature should modify Education Code sections 44277-44279, and such modification(s) affect the provisions in this article, this article shall be reopened for negotiations.
- 30.2 This article is limited to those members of the bargaining unit who are issued their first clear multiple or single teaching credential on or after September 1, 1985, pursuant to Education Code section 44251.
- 30.3 This article shall not be interpreted in any manner which is inconsistent with applicable statutory law or applicable rules of the Commission On Teacher Credentialing.
- 30.4 Bargaining unit members covered by this article shall adhere to Education Code sections 44277-44279 and applicable rules of the Commission On Teacher Credentialing.
- 30.5 Before a bargaining unit member commences or amends an individual program of professional growth consisting of a minimum of one hundred fifty (150) clock hours pursuant to Education Code sections 44277-44279, the individual program of professional growth first must be checked and certified by an advisor who shall be an administrator of the Sweetwater Union High School District. The credential holder shall select an advisor from a list of available District designated advisors.
- 30.6 The District will give to all bargaining unit members covered by this article, a copy of Education Code sections 44251 and 44277-44279 and a copy of applicable rules of the Commission On Teacher Credentialing.
- 30.7 The credential holder may appeal an adverse action by a District designated advisor relating to professional growth to the Executive Director of Human Resources, and, if within ten (10) working days no resolution is achieved, then to the Executive Secretary of the Commission On Teacher Credentialing and/or select a different District designated advisor.
- 30.8 Unit members who successfully complete professional growth activities that have designated unit credit shall be given credit for advancement on the salary schedule pursuant to Salary Placement and Salary Reclassification, found in Appendix B-1 of the Agreement.
- 30.9 The individual program of professional growth required by Education Code section 44277(b) shall consist of a minimum of one hundred fifty (150) clock hours of

participation in activities which contribute to competence, performance, or effectiveness in the profession of education.

- A. Acceptable activities may include, but are not limited to, the completion of courses offered by regionally accredited colleges and universities, participation in professional conferences, workshops, teacher center programs, or staff development programs, participation in systematic programs of observation and analysis of teaching; participation in educational research or innovation efforts, and Association activities as per the California Professional Growth Manual.
- B. The credential holder and the District designated advisor shall maintain accurate up-to-date records on the implementation of an individual program of professional growth.

It is the responsibility of the credential holder to maintain such records and to ensure that all credential requirements are fulfilled in a timely manner. It is also the responsibility of the credential holder to provide verification of any record when requested by the District.

The Executive Director of Human Resources, shall verify successful teacher unit service that has been provided to the Sweetwater Union High School District by the credential holder.

- C. Development, certification, implementation, and/or verification of a professional growth plan shall be independent of an evaluation of the performance of a credential holder.
- D. If an advisor finds that he/she cannot certify an initial plan, cannot initial a modification, or cannot verify or refuses to verify completion of any part of the professional growth program, the advisor shall notify the credential holder of the reasons in writing within ten (10) workdays of submission.
- E. A “clock-hour” for purposes of credits in professional growth activities shall be actual time spent in the activity, including preparation time spent if the credential holder is a presenter of the course. College, university or equivalent courses shall be credited with at least fifteen (15) clock-hours for each semester, thirteen (13) clock-hours for each trimester unit, ten (10) clock-hours for each quarter unit, or the actual number of class/lab hours required, whichever is greater.
- F. All scheduled conferences between credential holders and professional growth advisors which do not occur during the employee’s regular work hours will count toward the one hundred fifty (150) hour requirement.

30.10 The District shall develop regulations to implement this article.