

## **Middlebury Community Schools Professional Growth Points Plan**

1. All employees will be directed to the **IDOE Guidelines** for Professional Growth Points from a link on the MCS Website in Teacher Links. The IDOE ([www.doe.in.gov/educatorlicensing/growth.html](http://www.doe.in.gov/educatorlicensing/growth.html)) has indicated that although the new licensing procedure was implemented July, 2009, Professional Growth Plan Points may be recorded from the date that the teacher's license was last granted or renewed. Example: If John Smith's license was renewed for 5 years in 2006, then John Smith will be able to gather the records/certificates of conferences or committee work from 2006 to the present.
2. Teachers will be responsible for collecting and recording their own evidence for their Professional Growth Plan Points for license renewal. Attendance sheets from all district trainings will be kept in the personnel department at the administration center. Collecting of information for individual teachers will not be a district or school responsibility.
3. Examples of ways for teachers to gain points could be, but are not limited to, the following: MCS district trainings, Jump Start trainings, building specific book studies, subject and instructional strategy conferences, district-wide and school curriculum committees, school improvement committees, and textbook adoption committees. In most cases, points will be given using the hourly commitment necessary for the meetings, trainings, etc. outside of the regular school day. Exceptions would be for full- and half-day conferences or committees that take place during the school day. For example, the Curriculum Coordinating Council (CCC) is a 3 hour commitment for each meeting. It occurs during the school day, but the teacher must prepare lessons and plans for a substitute.
4. Five (5) Professional Growth Plan Points will be allowed to all teachers in a renewal cycle (those without life licenses) per school year for attendance and participation in Professional Learning Communities during the school day.
5. Building administrators will have the responsibility of defining what activity is or is not considered worthy of Professional Growth Points. Teachers will be encouraged to discuss their plans for points with administrators in advance and also as a part of their Professional Growth Plans for the McREL Teacher Evaluation Program.

### **Pay or Points:                      From 2011 Forward**

Teachers participating in MCS curriculum and instruction training outside of school hours will be offered a choice of either professional growth points or a curriculum rate stipend for hours attended.

For example:

Sally Jones is attending the Math Perspectives training for 2 6-hour days in the summer of 2011. She will be allowed to choose whether she would like to earn 12 Professional Growth Plan Points **or** 12 hours of Curriculum Rate Stipend pay.