

ARTICLE 22. PROFESSIONAL GROWTH

Section 22.1: PROFESSIONAL GROWTH REQUIREMENTS

- 22.1.1. This Article applies only to those unit members who, as of September 1, 1985, did not hold a clear multiple or single subject teaching credential.
- 22.1.2. Those unit members to whom this Article applies shall develop an individual program of professional growth which consists of a minimum of one hundred and fifty (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.
- 22.1.3. Each unit member who obtains a clear credential after September 1, 1985, shall develop a professional growth plan which pertains to one (1) or more of the following:
 - 22.1.3.1. A subject the unit member teaches, or reasonably expects to teach, in kindergarten or in grades one (1) through twelve (12). Professional growth activities that lead to additional credentials and authorizations are allowed and encouraged.
 - 22.1.3.2. A field of specialization in which the unit member serves or reasonably expects to serve, in kindergarten or in grades one (1) through twelve (12). Examples of fields of specialization include, but are not limited to, bilingual education, cross-cultural education, and special education.
 - 22.1.3.3. Concepts, principles and methods of effective teaching, curriculum, and evaluation in kindergarten or in grades one (1) through twelve (12).
 - 22.1.3.4. Concepts and principles of physical, intellectual, social, and emotional development among children and youth.
 - 22.1.3.5. Concepts and principles of human communication, learning, motivation, and individuality.
 - 22.1.3.6. Language and cultural backgrounds of groups of children and youth who attend California schools.
 - 22.1.3.7. Concepts and principles of effective relationships among schools, families, and communities.
 - 22.1.3.8. Roles, organization, and operation of public education and of institutions that promote public education.

Section 22.2: PROFESSIONAL GROWTH ACTIVITIES

Acceptable activities for the implementation of a Professional Growth Plan shall be in conformance with those delineated in the California Professional Growth Manual.

Section 22.3: PROFESSIONAL GROWTH ADVISORS

The District will maintain a list of qualified unit members and other appropriate volunteers to assist unit members in the completion of their professional growth plans. All principals and vice principals will be trained as professional growth advisors.

- 22.3.1. Prior to beginning an activity which could accumulate clock hours, the unit member shall submit the proposed plan to the designated professional growth advisor. Within five (5) workdays, the professional growth advisor shall review the proposed plan. If the proposed plan is in conformance with Section 22.2., then the professional growth advisor shall sign off on the proposed plan. If the proposed plan is not in conformance, then reasons for non-conformance shall be placed in writing by the professional growth advisor. If the unit member desires to amend an already approved activity for accumulation of clock hours, the same process shall be followed.
- 22.3.2. Upon completion of the activity, the unit member shall submit to his/her professional growth advisor a form which contains the following information:
 - 22.3.2.1. Type of activity.
 - 22.3.2.2. Dates of the activity.
 - 22.3.2.3. Number of clock hours spent in the activity.

The professional growth advisor shall sign the form and return the signed form to the unit member.

Section 22.4: PROFESSIONAL GROWTH CREDIT

- 22.4.1. Unit members participating in a professional growth plan may appeal their concerns related to the professional growth requirements to the joint District/Association Professional Growth Panel. If the concern is not resolved at the district level, the unit member may appeal the local decision to the Commission on Teacher Credentialing.
- 22.4.2. The completion of required professional growth activities will not be tied to progress on the salary schedule unless it is an approved district or university course.

Section 22.5: PROFESSIONAL GROWTH PANEL

- 22.5.1. A professional growth panel shall be established which shall consist of seven (7) members, four (4) of whom shall be unit members appointed by the Association and three (3) of whom shall be administrators appointed by the District.
- 22.5.2. The panel will be responsible for the following:
 - 22.5.2.1. Establishment of a meeting schedule and identification of joint chairpersons.
 - 22.5.2.2. Recommendations for orientation and/or training of advisors.
 - 22.5.2.3. Consideration and resolution of issues that arise between advisors and unit members.

- 22.5.2.4. Consideration and designation of suggested advisors who are non-district employees, but who hold California credentials.
- 22.5.2.5. Review the professional growth program and make advisory recommendations to both Parties to this Agreement as appropriate.

Section 22.6: PROFESSIONAL GROWTH TRANSFERS

Unit members subject to this provision who transfer from another district shall be entitled to transfer any approved clock hours earned toward the fulfillment of the one hundred and fifty (150) clock hours requirement from their previous district to the San Diego Unified School District as appropriate.

Section 22.7: MISCELLANEOUS PROVISIONS

- 22.7.1. Unit member evaluations will be conducted independent of professional growth plans.
- 22.7.2. Individual unit members are responsible for maintaining the necessary records to verify successful completion of their professional growth plans and for the processing of any required documents.
- 22.7.3. Unit members may select an advisor from an approved list maintained by the District. The District may appoint both district and non-district personnel as advisors.
- 22.7.4. The District retains the right to remove any advisor in keeping with Education Code requirements.

Section 22.8: PROFESSIONAL GROWTH JOINT PLANNING

The District and the Association will collaborate to plan, develop and implement the following:

- 22.8.1. Standardized objectives to meet the 150 professional growth hours.
- 22.8.2. Standardized training for clear credentialed unit members to meet the criteria for the ten domains.
- 22.8.3. Develop partnerships with local colleges and universities to provide courses to meet the ten domains.
- 22.8.4. Plan and implement Discover courses to meet the ten domains.
- 22.8.5. Provide cluster-wide offerings and support when and wherever possible.

Section 22.9: GRIEVABILITY

Inasmuch as this state-mandated program contains a resolution process through the professional growth panel and/or the State Commission on Teacher Credentialing, disputes between advisors and participating unit members shall not be subject to the grievance procedure contained in this Agreement.