

**PROFESSIONAL GROWTH REQUIREMENTS**

Teachers who were issued their first clear teaching credentials after August 31, 1985 shall be responsible for working with a district professional growth advisor to develop an individual professional growth program consisting of a minimum of 150 clock hours.

**A. Professional Growth Advisors**

1. All District principals and District office administrators are listed as professional growth advisors with the exception of the superintendent and the Director of Personnel Services.
2. Teachers may select an advisor of their choice from a list of district professional growth advisors.
3. The list of professional growth advisors shall contain the names of advisors as well as their areas of certification.

**B. Resolution of Disputes Between Teachers and Advisors**

1. The Director of Personnel Services shall serve as the mediator and/or appeal agent to expedite resolution of disputes between teachers and advisors.
2. A teacher or an advisor may submit a letter to the Director of Personnel Services requesting assistance in resolving a dispute.