

## **ARTICLE F.29 PROFESSIONAL GROWTH PLANNING**

1. Teachers may develop an individual professional growth plan and,
  - a. may share their plan with their coach if no financial support is required. The general title of the plan should be submitted to the administrative officer or supervisor, or the school professional development committee;
  - OR
  - b. if funding is required, they may present an abstract which includes a list of required resources to the administrative officer or supervisor, or to the appropriate funding source/committee;
  - OR
  - c. may share it in its entirety with the administrative officer of supervisor, or with colleagues
2. Groups of teachers may submit a group professional growth plan. This group plan will meet the requirements of submitting an individual growth plan as described in Article F.29.1. All group growth plans are to be filed with the PRSTA. Teachers may take part in more than one group professional growth plan.
3. Each teacher is required to have a hard copy of his or her professional growth plan unless the teacher has notified the PRSTA, in writing, that he or she no longer wishes to be involved with professional growth plans. Teachers are to notify the PRSTA no later than November 1st of each school year concerning this decision.
4. Teachers engaged in a professional growth plan:
  - a. are to file the following information with the PRSTA office no later than November 1st of each school year:
    - i. the teacher's name;
    - ii. the name of his/her current coach(es);
    - iii. a copy of the plan, which meets the required criteria;
    - iv. a release for the topics of their plan to be published along with those of all other participants;
    - v. a self-assessment of the previous year's plan, where applicable.
  - b. All teachers who either;
    - i. do not provide the PRSTA with the information outlined in Article F.29.4.a,
    - OR

- ii. whose plan does not meet the required criteria as set out by the PRSTA, will be notified by the PRSTA either to file the required information and/or meet the required criteria, or to withdraw formally from the program.
- c. The PRSTA will inform the Board of those teachers who have elected to leave the program. Such notification will be no later than November 30th of each year.
- 5. Teachers who have not submitted a professional growth plan and the self-assessment of the previous year's plan, will be evaluated by their administrative officer that school year and once every three years in subsequent years.
- 6. Teachers who have opted out of the plan and subsequently decide to rejoin the plan may do so by submitting a professional growth plan by November 1st of any school year, as outlined in Article F.29.4.a.
- 7. The Support for Growth Committee will provide templates for individual and group growth plans and templates for self-assessment for teachers wishing to use them.
- 8. Nothing in this clause limits the terms of Article C.32, (Evaluation of Teaching).