

PROFESSIONAL GROWTH

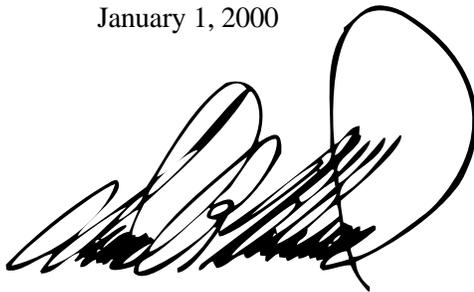
It is recognized that professional growth is an important and integrated part of the college's organization to improve and expand on the efficiency and productivity of all employees. The College Board recognizes the need for an ongoing program of professional growth and enrichment due to rapid technological, shifting economic, and social changes.

Employees may satisfy the college's professional growth needs through educational activities as adopted through a College Plan for Certified Positions. These activities should be of such a nature as to be directly related to job functions and responsibilities for the purpose of improved job performance.

Chapter AV-3 of the Wisconsin Administrative Code specified minimum renewal requirements for specified professional staff employed in the Wisconsin Technical College System. These requirements are specified in the College Professional Growth Plan for Certified Positions for the renewal of the five-year and approval status. To be in compliance, the College Board established the following criteria as the minimum for those professional staff required to renew the certification status with the Wisconsin Technical College System Board:

- A. For the five-year certification renewal, the education must furnish the President (or designee) with evidence that he/she has satisfactorily completed:
- 1) Six (6) semester credits in a recognized educational institute which are directly related to the educator's professional objectives and which have been previously approved according to procedures; or,
 - 2) Two (2) months of appropriate occupational experience directly related to the educator's professional objectives, previously approved according to procedures; or,
 - 3) Six (6) professional growth credits earned through attendance at job-related conferences, workshops, seminars, inservice, continuing education courses, etc., with prior approval according to established procedures for professional development; or,
 - 4) A combination of A(1) and/or A(3) which will best meet the individual requirements of the educator as determined by said educator and the appropriate administrator.
- B. For the two-year approval renewal, the educator must furnish the President (or designee) with evidence that he/she has satisfactorily completed:
- 1) Two (2) approved semester graduate or undergraduate credits, preferably from among those courses identified in the educational requirements for the five (5) year certificate;
 - 2) Three hundred thirty (330) hours of appropriate occupational experience;
 - 3) Two (2) professional growth activity credits earned through attendance at job-related conferences, workshops, seminars, continuing education courses, etc., with prior approval according to established procedures for professional development.
 - 4) A combination of B(1) and/or B(2) and/or B(3).

Policy Adopted: June 10, 1981 (Renewal of Standard 5-Year State Certificate for Professional Staff)
 Policy Revised: September 30, 1981
 July 9, 1990
 January 1, 2000



PRESIDENT
 WISCONSIN INDIANHEAD TECHNICAL COLLEGE