

# Administrative Regulation

**Personnel**

**AR 4131.5**

## **Professional Growth**

When selecting professional growth advisors, the Superintendent or designee shall consider: (5 CCR 80556)

1. Subject matter compatibility, interest in special topics, and interactive skills
2. Proximity to the work location of the teacher and reasonable workload for the advisor

\*\*\*Note: Districts may require professional growth advisors to have qualifications which go beyond legal requirements for the baccalaureate degree and valid clear teaching credential.\*\*\*

The professional growth advisor shall:

1. Advise teachers of school district and state professional growth requirements
2. Identify growth needs of the district
3. Assist in defining the teacher's goals and objectives for professional growth
4. Approve all plans prior to their implementation and upon completion

\*\*\*Note: Advisors are required to sign a professional growth plan or record if the elements of the plan or record meet all legal requirements. Advisors are authorized to request verification of completion prior to signing a professional growth record. Disputes on this issue may be taken to a district professional growth panel or the Commission on Teacher Credentialing. (Education Code 44278) Although the use of a professional growth panel is not required, parties who take their dispute to the Commission on Teacher Credentialing will generally be asked what previous steps they have taken to resolve the matter. Most professional growth panels include a bargaining unit representative.\*\*\*

The Superintendent or designee shall provide all teachers with the names and work locations of the district's designated professional growth advisors. (5 CCR 80556)

12/90

**ADOPTED: November 9, 2005**

**GRAVENSTEIN UNION SCHOOL DISTRICT  
Sebastopol, California**