

**ARTICLE XVIII - INDIVIDUAL PROGRAMS FOR PROFESSIONAL
GROWTH (I.P.P.G.)**

- A. Any unit member receiving his/her first clear multiple or single subject teaching credential after September, 1985, must do the following, as a minimum requirement, in order to maintain the validity of the credential(s):
1. Successful service as a classroom teacher or successful service authorized by a services credential.
 2. Complete an "*Individual Program of Professional Growth*" as prescribed in this section or as amended by the Commission on Teacher Credentialing.
- B. Successful service as used above shall mean completion of a minimum length of service equivalent to one-half (1/2) of a school year.
- C. An I.P.P.G. shall consist of the participation in a minimum of one hundred and fifty (150) clock hours of activities which contribute to competence, performance, or effectiveness in the teaching profession.
- D. One hundred and fifty (150) clock hours shall be performed from at least three (3) activities listed below. One hundred (100) clock hours shall be from activities one through six (1-6). Fifty (50) clock hours shall be from activities seven through thirteen (7-13).
1. Courses offered by accredited colleges and universities, with one (1) unit being equal to eighteen (18) hours.
 2. Conferences or workshops (excluding travel time).
 3. Teacher center or staff development programs.
 4. Curriculum development.
 5. Systematic programs of observation and analysis of teaching.
 6. Research and innovative projects.
 7. Service as a Mentor Teacher.

8. Service in a leadership role in an educational institution or professional organization.
 9. Professional exchange program.
 10. Alternative work experience.
 11. Independent study.
 12. Creative endeavors.
 13. Cultural experiences.
- E. The unit member may select either a Mentor Teacher or the member's immediate supervisor to act as an advisor. However, the Mentor Teacher is under no obligation to act as an advisor.
- F. Prior to the commencement or amendment of an I.P.P.G., the unit member shall have the program certified by the advisor for compliance with the applicable Education Code and Title Five (5) regulations.
- G. The Form for Professional Growth shall be signed by the member's advisor and submitted through the Assistant Superintendent of Human Resources.
- H. Verification by the advisor shall be independent of any evaluation of the performance of the holder of a clear teaching credential that is conducted for the purpose of determining the credential holder's employment status.
- H. The arbitrary refusal of the advisor to verify completion of an I.P.P.G. related to this Article or any other adverse action related to the maintenance of a valid teaching credential may be appealed to the Commission on Teacher Credentialing by the holder according to Section 44278. of the Education Code.