AGREEMENT BETWEEN THE ROCKPORT SCHOOL COMMITTEE AND THE ROCKPORT TEACHERS ASSOCIATION
September 1, 2018-August 31, 2021
Article XVII.B.

B. Professional Development Categories and Their Uses

Several types of Professional Development options are available to Rockport School District Professional Staff. The options are:

1. **Graduate Credits**
   Credits earned from course work providing learning opportunities for an educators’ professional growth offered through an accredited college or university or through organizations and programs that grant university/college credits. Transcripts from said college/university/organization/program will be required to prove that the credits have been earned. (May be used for column movement).
   
   a. Under certain circumstances, undergraduate credits, approved in advance by the building principal, and acquired after June 30, 1996, may be applied to horizontal movement beyond the Masters’ Degree Column.

2. **In-Service Credits**
   In-Service Credits must be earned outside of school hours. They must be pre-approved by a building principal in advance of the ability to begin earning them. An In-Service proposal must be written (using the provided In-Service Credit Proposal Form) and reviewed and approved by a building principal. Teachers are able to earn in-service credits in increments of twenty-two (22) hours. Each group of twenty-two (22) hours will be equivalent to one (1) credit (22 hours = 1 credit, 44 hours = 2 credits, 66 hours = 3 credits, etc.). Upon completion of any In-Service Credit Proposal, the teacher must then complete an In-Service Credit Final Report (using the provided In-Service Credit Final Report Form). This will be submitted to the approving building principal for their signature. The signed In-Service Credit Final Report will be the evidence required to prove that the credits were earned. (May be used for column movement).

3. **Professional Development Points (PDPs) - CREDIT HOUR PDPs**
   Outside of School Hours PDPs awarded for participation in workshops, seminars, or courses, as well as for attendance at conferences that are offered by MA DESE, any school district, an educational collaborative, or a provider that is registered with ESE outside of normal contractual hours. Each PDP is equivalent to one (1) hour of professional development work. For recertification purposes a series of short-term activities in a given topic must equal ten (10) hours and include an assessment of learning with the participant meeting the criteria for mastery. For recertification purposes, conferences must span over at least two (2) days and/or offer a series of
workshops/sessions that will cover at least ten (10) hours in a given topic. (May be used for column movement with prior principal approval).

4. **Professional Development Points (PDPs)** – (Inside of School Hours)

**RECERTIFICATION PDPs**

PDPs awarded for participation in workshops, seminars, or courses, as well as for attendance at conferences that are offered by MA DESE, any school district, an educational collaborative, or a provider that is registered with ESE during normal contractual hours. Each PDP is equivalent to one (1) hour of professional development work. For recertification purposes a series of short-term activities in a given topic must equal ten (10) hours and include an assessment of learning with the participant meeting the criteria for mastery. For recertification purposes, conferences must span over at least two (2) days and/or offer a series of workshops/sessions that will cover at least ten (10) hours in a given topic. (May NOT be used for column movement).

5. **Continuing Education Units (CEUs)**

For Nurses/Counselors/Psychologists only. Professional development activities that meet the requirement of the International Association for Continuing Education and Training (IACET). Sixty (60) minutes of instruction and interaction between an instructor and participant is equivalent to 0.1 CEU. One (1) CEU is equivalent to ten (10) hours of professional development. (CEUs earned during normal contractual hours may NOT be used for column movement. CEUs earned outside of normal contractual hours may be used for column movement.)

6. **Paid Professional Development**

   a. A pool of money will be created, the amount of which may vary from year to year, to be used for the purpose of professional development opportunities. The money will be disbursed by and at the discretion of the Building Principals and the Director of Student Services.

   b. Any professional development opportunity funded by these monies must occur outside of the school day. The unit member will NOT earn in-service credits, nor will they earn professional development points (PDPS), in conjunction with said professional development opportunities.

   c. The pay rate will be based on the hourly rate of Step 8 of the Masters + 30 salary scale.

   d. The Building Principals/Director of Student Services will create the opportunities based on need and any such opportunity will be posted in accordance with the provisions of the Collective Bargaining Agreement.