

Professional Service Commitment

Helena School District #1 educators share their professionalism with students, schools, and the district in many ways. One of these ways is through professional service. Professional Service includes duties performed by a Helena School District #1 educator that are not otherwise compensated. Professional Service in this Alternative Compensation Plan allows educators to be recognized for their professional contributions.

The purpose of Professional Service is to encourage the rich and varied contributions of educators to students, schools, and the district. The intent is not to ensure equitable contributions by each individual, but rather to realize the full richness that each individual educator makes toward a quality educational experience for all. To be considered for Professional Service, the educators' contributions will fall into the following seven categories:

- **Committee Involvement**
- **Student Projects (Including projects that may occur outside the normal school year)**
- **Peer Support**
- **Enrichment/Reinforcement**
- **Curriculum Outreach**
- **Community Outreach**
- **Local, State and/or National Leadership Roles**

Professional Service Commitment Standards

A. Professional Service Requirements :

- Two Professional Service Requirements per year are required for all educators.
 1. The **FIRST** PSC **must** be a District or Building Level commitment.
 - District level commitment (District committees or services).
 - Building level commitment (Contact your Principal for suggestions).
 - All HEA appointed or elected positions (Contact your HEA President).
 2. The Second PSC must meet one of the above 7 categories.

B. Professional Service cannot be used as Career Growth or for PIR credit.

C. All Professional Service must be of direct benefit to the students, school or district.

D. The Professional Service commitment will be agreed upon, on an annual basis, by the educator and the immediate supervisor. Upon mutual agreement these commitments may be modified during the year.

Educators hired after the first day of the current school year in accordance with the full time requirement of the negotiated agreement will have 30 calendar days from their first day of employment to submit their Professional Service Commitment(s) Plan with their administrator.

Professional Service Commitment Plan

The administrator and educator will meet to collaboratively review and support the Professional Service Commitment(s). This plan will be reviewed by the administrator and the educator in May to determine completion of this requirement. **It is the responsibility of the educator to submit the PSCP to the Personnel Office by the third Monday in September.**

Please List Your Professional Service Commitments (PSC) for this coming school year:

PSC #1: (Must be District or Building Level Commitment)
Estimated Time Commitment for PSC #1:
Briefly describe PSC #1 and how it is of direct benefit to the school or district.

PSC #2:
Estimated Time Commitment for PSC #2:
Briefly describe PSC #2 and how it is of direct benefit to the students, school or district.

Teacher Signature

Date

Print Teacher Name

Supervisor Signature

Date

