



Oglala Lakota County School District

Educational Advancement Program

To support currently employed certified teachers seeking to add a Special Education Endorsement, Alternative Education staff finishing their CTE endorsements, staff seeking to complete their Lakota Language Certification, paraprofessionals seeking to pursue a bachelor's degree in education, staff seeking to get their General Education diploma, and other pertinent areas. Oglala Lakota County School District has created the Educational Advancement Program.

The program's goals will be to successfully support employees through their educational goals and advancement within the school district.

Oglala Lakota County administrators know the challenges facing employees and want to be proactive in supporting current employees to advance their careers.

To do so, Oglala Lakota County will institute three support areas to which an employee can request assistance. Upon completion of the educational goal, the employee will be given the cost analysis of the support. The employee can elect to commit to the same number of years that the school district supported the education, or the employee can set up a payment plan to reimburse the school district for the financial assistance given.

Application: All employees seeking support in the Educational Advancement Program will complete an application designating their needs and explaining how the support will be utilized to, in turn, help the school district.

Area 1 Support: Time

To support teachers in need of Special Education certification, Alternative Education staff finishing their CTE endorsements, and paraprofessionals seeking to pursue a bachelor's degree in education who may have class time during the work day, Oglala Lakota County will offer Professional Leave. To utilize Professional Leave, the employee will submit their course times/dates to the school principal for approval for the semester. Approval will depend on the employee need and upon the ability to cover the class time. Upon approval of the principal, the leave will be submitted to the Superintendent for final approval. Time will be accounted for as the employee's current pay rate for the time away from the position. Employees can apply for up to six credit hours per semester of professional leave. Courses should be non-consecutive, so only 3 hours in one day. A course schedule will need to be supplied highlighting the course held during the work day.

Area 2 Support: Books and Course Costs

To support employees committed to returning and working in the school district, Oglala Lakota County would help support students who have exhausted financial aid/FAFSA/other avenues but are seeking to improve their education. The employee would need to supply their financial aid statement of need and the costs of the semester course. This support may be books,

course costs, or both as designated by the financial need. Employees can apply for financial assistance up to twelve credit hours per semester.

Area 3 Support: Certification

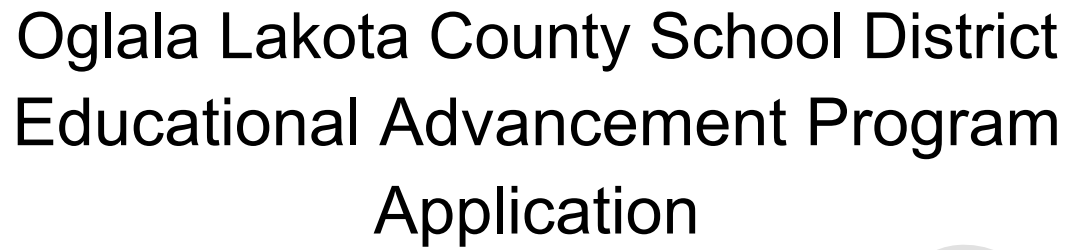
To support employees at the end of their coursework, Oglala Lakota County School District would help employees with financial assistance to gain certification in their field. The employee would provide documentation of the financial aid needed.

Employees accepted into the program will be tracked for course completion and will need to submit transcripts each semester to continue services. Each semester the employee will bring documentation to the Director of Curriculum, Instruction, and Assessment for approval and provide any new information for the next course. A file will be kept documenting all employee assistance given with the cost to the district.

First Read: March 9, 2023

Second Read: March 23, 2023

Third and Final Read: April 13, 2023



1. Use the following space to share your career goals and how assistance from Oglala Lakota County will help you.

[illegible]

2. Use the following space to share how you can commit to Oglala Lakota County Schools upon completion of your degree.

Select your intent:

<input type="checkbox"/>	I intend to continue employment with Oglala Lakota County School District for a minimum of years equal to the years that Oglala Lakota County School supported my education. I understand that I will not be charged any repayment fees if I work for the equal years.
<input type="checkbox"/>	I intend to repay the financial assistance to Oglala Lakota County and will set up a payment plan.

Employee Signature of Agreement

Date

Principal Signature of Agreement

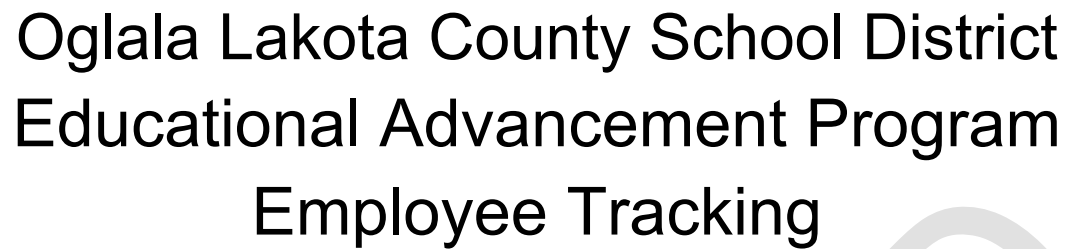
Date

Business Manager Signature of Agreement

Date

Superintendent Signature of Agreement

Date

[illegible]