

## Fond du Lac Education Division

Fond du Lac Education  
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Fond du Lac Ojibwe School  
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*"Anokii, Nanda-gikendan, Enigok gagwe, Gashkitoon"*  
*"Work, study, strive, succeed"*

### Grow Your Own: Professional Development Agreement

Educating children and working with their families is one of the most wonderful and multifaceted careers in the world. Because of the inherent complexities of this career choice the Fond du Lac Ojibwe School has the expectation that our staff will continually develop their personal craft and art of teaching and building relationships with families.

Professional development is expected to retain a teaching license in the state of Minnesota. Our school has the ability to support academic professional development by utilizing funds from the Bureau of Indian Education through our Special Education department called "Grow Your Own". You have the option to request financial support to enroll in college course work to continue your professional development. If your application is funded in return we will request that you agree to work at the Fond du Lac Ojibwe School for at least three school years following completion of your coursework or program. This could involve taking one course or completing a full program, certification, or degree (i.e. 2 year, 4 year, or graduate).

A Grow Your Own Professional Development Agreement with a three year commitment must be completed and approved for payment to be authorized. If the three year commitment is not completed you will be responsible for repayment of the funds distributed for your Grow Your Own Professional Development.

I, \_\_\_\_\_ agree to work for Fond du Lac Ojibwe School for the period of three program years following the coursework and or credentialing that is paid by Grow Your Own funds. I understand that if I fail to complete this agreement, repayment will be withheld from my last paycheck, and I will be responsible for repaying any remaining balance within 12 months of my separation from employment. If I receive a grade of D or F, withdraw from a course, or otherwise do not complete coursework for which I receive Grow Your Own funds, I agree to repay the monies awarded to me for that course within 2 months of the end of the term.

**Note:** Completion of this agreement does not guarantee future employment with Fond du Lac Ojibwe School. If a position is not available in the future, the award recipient will not be expected to repay awarded funds. If the award recipient is suspended/terminated/not rehired as a result of poor performance, misconduct, or failure to comply with Fond du Lac Ojibwe School policies and procedures or Fond du Lac Tribal Personnel Policies and Procedures, the award recipient will be obligated to repay the awarded amount within 12 months after the last day of employment.

**This is not a contract of employment.** Future employment will be based on performance and the needs of the program. Fond du Lac Ojibwe School reserves the right to end employment at any time, consistent with Fond du Lac Ojibwe School staff handbook and Fond du Lac Tribal Personnel Policies and Procedures.

Award Recipient's Printed Name: \_\_\_\_\_

Award Recipient's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Special Education Coordinator's Signature: \_\_\_\_\_ Date: \_\_\_\_\_