



Adopted: 11/01/16

425 STAFF DEVELOPMENT

I. PURPOSE

The purpose of this policy is to establish a staff development program and structure to carry out planning and reporting on staff development that supports improved student learning.

II. ADVISORY STAFF DEVELOPMENT COMMITTEE

- A. The Director will establish an Advisory Staff Development Committee to develop a Staff Development Plan and evaluate staff development efforts.
 - 1. The majority of the membership of the Advisory Staff Development Committee shall consist of teachers representing various grade levels and subject areas. The Committee also will include non-teaching staff and administrators.
 - 2. Members of the Advisory Staff Development Committee shall be appointed by the Director. The Director shall appoint replacement members of the Advisory Staff Development Committee as soon as possible following the resignation, death, serious illness or removal of a member from the Committee.

III. DUTIES OF THE ADVISORY STAFF DEVELOPMENT COMMITTEE

- A. The Advisory Staff Development Committee will develop a Staff Development Plan which will be reviewed and subject to approval by the governing board annually.
- B. The Staff Development Plan must contain the following elements:
 - 1. Staff development outcomes which are consistent with the education outcomes as may be determined periodically by the governing board;
 - 2. Outcomes consistent with legislative goals set forth in III.B.4 (extracted from M.S. 122A.60, subdivision 3).
 - 3. The means to achieve the Staff Development outcomes;
 - 4. The procedures for evaluating progress toward meeting educational outcomes;

5. Ongoing staff development activities that contribute toward continuous improvement in achievement of the following goals:
 - a. Improve student achievement of state and local education standards in all areas of the curriculum by using best practices methods;
 - b. Effectively meet the needs of a diverse student population, including at-risk children, children with disabilities, and gifted children, within the regular classroom and other settings;
 - c. Provide an inclusive curriculum for a racially, ethnically, and culturally diverse student population that is consistent with state education diversity rule and the district's education diversity plan;
 - d. Improve staff collaboration and develop mentoring and peer coaching programs for teachers new to the school or district;
 - e. Effectively teach and model violence prevention policy and curriculum that address early intervention alternatives, issues of harassment, and teach nonviolent alternatives for conflict resolution; and
 - f. Provide teachers and other members of site-based management teams with appropriate management and financial management skills.
- C. The Advisory Staff Development Committee will evaluate staff development efforts and will report to the governing board annually the extent to which staff have met the outcomes of the Staff Development Plan.
- D. The Advisory Staff Development Committee shall assist the school district in preparing any reports required by the Department of Education relating to staff development.

V. STAFF DEVELOPMENT FUNDING

- A. The School District will reserve revenue for: in-service education for violence prevention programs to help students learn how to resolve conflicts within their families and communities in non-violent, effective ways; staff development plans; curriculum development and programs; other in-service education; teachers' workshops; teacher conferences; the cost of substitute teachers for staff development purposes; pre-service and in-service education and other related costs for staff development efforts.