



A World-Class Community of Learners

Fridley Public Schools is committed to creating a welcoming, respectful environment that provides an equitable and inclusive education for each student, staff and community member by ensuring that opportunities, access, and resources are aligned to support the growth and academic achievement of each student.

212 School Board Member Professional Development

I. Purpose

The purpose of this policy is to encourage members of the School Board to improve their skills in governance, developing productive working relationships with others, promoting full consideration of diverse community viewpoints that strengthen deliberations, and planning for ongoing professional development and improvement. School board members are encouraged to participate in professional development activities designed for them so they may perform their responsibilities in a more effective manner.

II. GENERAL STATEMENT OF POLICY

A successful School Board understands and applies the principles of effective governance. The essence of effective governance lies in policy making. It is recognized that skills and training as a group are required to develop a coherent framework of concepts and principles in policies that are internally consistent and guide the school district in dealing with practical situations that arise.

Effective schools for students result when all who are engaged in education work together in a prudent and cooperative manner, with high standards. Achieving a sound working relationship among School Board members presents an ongoing challenge. Each School Board member is encouraged to improve their professional skill levels, strive to better understand the educational system, and continually identify the results/ends desired in a quality educational system for students.

New School Board members will be provided the opportunity and encouragement to attend the orientation and training sessions sponsored by the Minnesota School Boards Association. All School Board members are encouraged to participate in School Board and related workshops and activities sponsored by local, state and national School Boards associations, as well as in the activities of other educational groups.

III. SKILLS FOR EFFECTIVE WORKING RELATIONSHIPS

1. Members shall strive to strengthen relationships among School Board members by defining a common purpose and understanding their roles in working to achieve it.
2. Members shall allocate time to learning as a group about successful governance concepts and leadership skills.
3. Members shall strive to build connections among School Board members by listening to all viewpoints and working for shared understanding and better decisions.
4. Members shall promote trust among School Board, staff, administration, and superintendent by demonstrating understanding of different roles, respect for each other, and using courtesy in all interactions.



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5. Members shall speak with one voice, recognizing that the strength of the one voice arises from the diversity of viewpoints and the way the School Board focuses this multiplicity into unity.
6. Members will strive to establish, maintain, clarify, and protect its relationship with the community. By working together, School Board members shall build community trust in their use of authority to govern and lead the school district.

IV. ATTENDANCE AT WORKSHOPS AND PROFESSIONAL GROWTH MEETINGS

School Board members are encouraged to plan for workshop attendance and professional growth training activities. Members are expected to report back to the School Board with materials of interest gathered at the various meetings and workshops. The School Board will reimburse the necessary expenses of all School Board members who attend meetings and conventions pertaining to school activities and the objectives of the School Board. Such expense reimbursements will be within the approved policy and budget allocations of the school district relating to the reimbursement of expenses involving attendance at workshops and conventions.

V. Training for Board Members

- A. MSBA Phase I Training – required by newly elected members within 6 months of election.
- B. MSBA Phase II Training – required by newly elected members withing 12 months of election.
- C. MSBA Phase III and IV Training are recommended for all members.

Legal References:

Minn. Stat. § 123B.09, Subd. 2 (School Board Member Training)

Cross References:

MSBA/MASA Model Policy 214 (Out-of-State Travel by School Board Members)

MSBA/MASA Model Policy 412 (Expense Reimbursement)

School Board Action:

Adopted December 21, 1999

Revised December 16, 2008

Revised January 17, 2023