

## **STAFF DEVELOPMENT FOR STANDARDS**

### **I. PURPOSE**

The purpose of this policy is to establish opportunities for staff development that advance the staff's ability to work effectively with the Minnesota State Academic-Standards and with students as they progress to achievement of those Minnesota State Academic Standards and meet the applicable requirements of the *Every Student Succeed Act* (ESSA).

### **II. GENERAL STATEMENT OF POLICY**

The School District is committed to developing staff policies and processes for continuous improvement of curriculum, instruction and assessment to ensure effective implementation of the Minnesota State Academic Standards and the applicable requirements of the *Every Student Succeed Act* (ESSA) at all levels.

### **III. STANDARDS FOR STAFF DEVELOPMENT**

- A. The School District shall address the needs of all staff in prioritizing staff development which will ensure effective implementation of the Minnesota State Academic Standards and the *Every Student Succeed Act* (ESSA) at all levels. The Superintendent or their designee will advise the school board on the planning of staff development opportunities.
- B. The School District shall place a high priority on staff development including activities, programs, and other efforts to implement the Minnesota State Academic Standards effectively and to upgrade that implementation continuously.
- C. Staff development plans for the School District shall address identified needs for Minnesota State Academic Standards and Monticello's District Strategic Plan implementation throughout all levels of the School District programs.

In service, staff meeting, and district and building level staff development plans and programs shall focus on improving implementation of the Minnesota State Academic Standards at all levels for all students, including those with special needs.

### **IV. TRAINING AND PROFESSIONAL DEVELOPMENT**

- A. Paraprofessionals. The School District will provide each paraprofessional who assists a licensed teacher in providing student instruction with initial training. Such training will include training in emergency procedures, confidentiality, vulnerability, reporting obligations, discipline, policies, roles and responsibilities, and building orientation. Training will be provided within the first 60 days a paraprofessional begins supervising or working with students.

Additionally, with regard to paraprofessionals providing support to special education students, the school district will ensure that annual training opportunities are required to enable the paraprofessional to further develop the knowledge and skills that are specific to the students with whom the

paraprofessional works, including understanding disabilities, the unique and individual needs of each student according to the student's disability and how the disability affects the student's education and behavior, following lesson plans, and implementing follow-up instructional procedures and activities.

B. Teachers/Administrators

1. The School District will provide high quality and ongoing professional development activities which align with the district strategic priorities and building level goals as required by state and federal laws.
2. Add a paragraph on any mentorship program requirements for new employees

Adopted and Revised: 10/25/90

Revised:	08/10/15	01/06/03 (name change only)	08/10/15
	03/01/93	03/06/06	05/04/20
	03/04/96	03/02/09	
	11/06/01	10/01/12	