

1 Great Falls School District

2
3 **PERSONNEL**

5121

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5 Applicability of Personnel Policies

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7 Except where expressly provided to the contrary, personnel policies apply uniformly to the
8 employed staff of the District. However, where there is a conflict between the terms of a
9 collective bargaining agreement and the District’s policy, the law provides that the terms of the
10 collective bargaining agreement shall prevail for the staff covered by that agreement.

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12 When a matter is not specifically provided for in an applicable collective bargaining agreement,
13 the policies of the Board to effectively and efficiently manage the District shall govern.

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15 Each personnel position in the District will be directed by a position description that delineates
16 the responsibilities of the employee. The employee will receive the position description with the
17 employment contract. Position descriptions are available upon request. The Superintendent or
18 designee will regularly review the position descriptions.

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20 Professional Development

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22 If not otherwise addressed in the applicable collective bargaining agreements, the Board shall
23 establish an advisory committee to evaluate the District’s current school year professional
24 development plan; and develop and recommend a plan for the subsequent school year. The
25 advisory committee shall include, but not be limited to, Trustees, Administrators, and Teachers.
26 A majority of the committee shall be Teachers. Each school year the Board shall adopt a
27 professional development plan for the subsequent school year based on the recommendation of
28 the advisory committee that meets the requirements of ARM 10.55.714.

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30 Mentorship and Induction

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32 The Board of Trustees authorizes District Administrators to collaborate with educational staff to
33 the District to implement a mentorship and induction program within each school in the District
34 consistent with the terms of the District’s Integrated Strategic Plan and 10.55.723, ARM.

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36 Legal Reference:

- 37 § 39-31-102, MCA Chapter Not a Limit on Legislative Authority
- 38 10.55.701(d), ARM Board of Trustees
- 39 10.55.714, ARM Professional Development
- 40 10.55.723, ARM Integrated Strategic Action Plan

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42 Policy History:

- 43 Adopted on: July 1, 2000
- 44 Reviewed on: April 17, 2018
- 45 Revised on: June 27, 2022
- 46 Revised on: March 25, 2024