

Policy 425 STAFF DEVELOPMENT AND MENTORING

I. PURPOSE

The purpose of this policy is to establish a staff development program and structure to carry out the mission of Northfield Public Schools that supports improved student learning.

II. GENERAL STATEMENT OF POLICY

District staff development will relate to one or more of the following:

- A. The District Vision and Mission Statement.
- B. The District Strategic Plan.
- C. District and building goals.
- D. District curriculum implementation and instructional strategies.
- E. Evidence-based instructional practices and strategies grounded in current research.
- F. State requirements for renewal of a teaching license.
- G. State graduation standards and legal requirements.
- H. Effective on-the-job behaviors and employee performance.
- I. Job-specific knowledge and skills.
- J. Mentoring of new teachers as outlined in state statutes.
- K. Support specific to employees from underrepresented racial and ethnic groups as outlined in state statutes.

Staff shall be required to participate in staff development opportunities unless otherwise directed in writing.

Policy 425 Staff Development

Adopted: 3.14.2005; Updated: 02.21.2021, Statutory Update: 10.28.2021

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. § 120A.41 (Length of School Year; Days of Instruction)
Minn. Stat. § 120A.415 (Extended School Calendar)
Minn. Stat. § 120B.125 (Planning for Students' Successful Transition to Postsecondary Education and Employment; Personal Learning Plans)
Minn. Stat. § 120B.22, subd. 2 (Violence Prevention Education)
Minn. Stat. § 122A.187, (Board to Issue Licenses; Expiration and Renewal)
Minn. Stat. § 122A.40, subds. 7, 7a and 8 (Employment; Contracts; Termination - Additional Staff Development and Salary)

Minn. Stat. § 122A.41, subs. 4, 4a and 5 (Teacher Tenure Act; Cities of the First Class;
Definitions - Additional Staff Development and Salary)
Minn. Stat. § 122A.60 (Staff Development Program)
Minn. Stat. § 122A.61 (Reserved Revenue for Staff Development)
Minn. Stat. § 122A.70 (Teacher Mentorship and Retention of Effective Teachers)
Minn. Stat. § 123B.147, subd. 3 (Principals)
Minn. Stat. § 124D.861 (Achievement and Integration for Minnesota)
Minn. Stat. § 124D.862 (Achievement and Integration Revenue)
Minn. Stat. § 126C.10, subs. 2 and 2b (General Education Revenue)
Minn. Stat. § 126C.13, subd. 5 (General Education Levy and Aid)

Cross-References: