

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 the Northfield School District 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.
- L. Educational assistants, Title I aides, and other instructional support staff will receive orientation and training as outlined in state statutes and district policy.

Policy 425 Staff Development and Mentoring

Adopted: 3.14.2005; Updated: 02.21.2021, Statutory Update: 10.28.2021, 07.10.2023

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. § 121A.642 (Paraprofessional Training)
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, subds. 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, subds. 2 and 2b (General Education Revenue)
Minn. Stat. § 126C.13, subd. 5 (General Education Levy and Aid)

Cross-References: None