

ASPEN ACADEMY

Adopted: 5-20-08

Revised: February 9, 2010, Nov 15, 2016

Reviewed: _____

425 STAFF DEVELOPMENT

I. PURPOSE

The purpose of this policy is to establish a staff development program and structure to carry out planning and reporting on staff development that supports improved student learning.

II. SITE PROFESSIONAL DEVELOPMENT

A. The Staff Development committee shall develop a plan based on the data gathered from internal and external assessments. This plan will be reviewed by the Director and Principals, providing feedback and changes as needed. Once the plan is approved, the Staff Development committee will implement the plan. The Director shall report, no less than annually to the School Board.

III. STAFF DEVELOPMENT PLAN

A. The Staff Development Plan may contain the following elements:

1. Staff development outcomes which are consistent with the education outcomes as may be determined periodically by the School Board;
2. The means to achieve the Staff Development outcomes;
3. The procedures for evaluating progress at the school toward meeting educational outcomes;
4. Ongoing staff development activities that contribute toward continuous improvement in achievement of the following goals:

- a. Improve student achievement of state and local education standards in all areas of the curriculum by using best practices methods;
- b. Effectively meet the needs of a diverse student population, including at-risk children, children with disabilities, and gifted children, within the regular classroom and other settings;
- c. Provide an inclusive curriculum for a racially, ethnically, and culturally diverse student population that is consistent with state education diversity rule;
- d. Improve staff collaboration and develop mentoring and peer coaching programs for teachers new to the school;
- e. Effectively teach and model violence prevention policy and curriculum that address early intervention alternatives, issues of harassment, and teach nonviolent alternatives for conflict resolution; and
- f. Provide teachers and other members of site-based management teams with appropriate management skills, and
- g. other priorities as determined.

IV. STAFF DEVELOPMENT FUNDING

- A. The Aspen Academy Board of Directors shall annually address staff development needs when planning the budget.
- B. The School may, at its discretion, expend an additional amount of unreserved revenue for staff development based on its needs.

VI. PROCEDURE FOR USE OF STAFF DEVELOPMENT FUNDS

- A. Individual requests from staff for leave to attend staff development activities shall be submitted and reviewed according to school policy, staff procedures, contractual agreement, and the effect on school operations. Failure to timely submit such requests may be cause for denial of the request.

VII. REPORTING

- A. Staff development activities will be included in the annual report.