

Browning Public Schools
Board Agenda Request
Meeting to Be Held: 7/25/2018



Recognition: ☐ Students ☐ Staff ☐ Parents
Information: ☐ Building Report ☐ Old Business ☐ Superintendent's Report
Action: ☐ Resignation ☐ Hiring ☐ Contract Service Agreements
 ☐ Travel Out-of-State ☐ Travel In State ☒ Approvals
 ☐ Termination ☐ Legal Matters ☐ Other:
This action request pertains to ☐ Elementary (only) ☒ High School/District Wide

Date: 7/17/2018

To: **Browning School Board**
 Members

From: Corrina Guardipee-Hall ED.S.
Title: Superintendent

Subject: **Amend Board Policy #5004 Qualifications of Certified Staff**

Description: Amend existing board policy of #5004

Financial Impact: N/A

Funding Source (Budget/grant, etc.): building discretionary budgets

Attachment(s): Board Policy

Approval: Superintendent's Office/Finance/Personnel as applicable (Initial) _____

Comments: _____

Board Action: ☐ N/A (Info) ☐ Approved ☐ Denied ☐ Tabled to: _____

Browning Public Schools

Policy # 5004

Policy Name: *Qualifications of Certified Staff*

Regulation: -----

Browning School District is committed to hiring qualified teachers, creating professional development opportunities and requiring professional development that results in teachers and all staff having skills that address the needs of the students served by Browning Public Schools. All teachers will be certified by the State of Montana to teach in the area assigned. Employees will be hired on merit, without preference to age, sex, residence or relationship to other employees of Browning Public Schools, District #9. Preference will be given to those candidates whose qualifications will assist the school district in providing a sound academic program based on strong instructional practices. The Superintendent of Browning Schools will make staff assignments.

Browning School District #9 staff development requirements for all certified staff include Olweus and MBI training, Blackfeet Studies/Blackfeet Language, Writing Assessment/Process Training and Historical Trauma training.

~~Drug and Alcohol Awareness Training:~~ **Olweus and MBI:** Before any teacher is offered his/her second (2nd) teaching contract in School District #9, he/she must have documented 8 hours of district in-service. Proof of completion must be provided to the superintendent by March 1st, prior to the second contractual year or the teacher will be recommended for non-renewal. Training will be offered at a minimum prior to school in the fall and once during the school year.

Blackfeet Language/Studies: Before any teacher is offered his/her fourth (4th) teaching contract in the District, he/she must have earned a minimum of six (6) quarter credits (four (4) semester hours) or have completed a program of (90) in-service hours in the area of Indian Studies, or a combination of the two, or have completed a program in this area which meets the approval of the District. Proof of completion of this requirement must be provided to the superintendent by April 1st of the third (3rd) contract year. If this is not done, the teacher will be recommended for non-renewal.

~~Drop Out Prevention:~~ **Historical Trauma/Trauma Informed, Youth Mental Health First Aid:** Beginning with the 2013-2014 2018-2019 school year, before any new teacher is offered his/her fourth teaching contract in School District #9, he/she must have documented 6 hours of training in ~~dropout prevention theory and prevention strategies~~ **Historical Trauma/Trauma Informed, Youth Mental Health First Aid**. Certified staff already in the district will have until June 2021 to complete the requirement. The district will develop a six-hour curriculum and offer the training at least 3 times per year. Proof of completion must be provided to Superintendent/designee by April 1 of each contract year.

A provisionally certified teacher shall have obtained a standard teaching certificate by March 1st of the third contract year prior to the offering of a fourth-year teaching contract.

Cross Reference: #2336 Significant Writing Policy
#5000 Goals of Personnel
#5122 Fingerprint and Criminal Background Investigations

Legal Reference: MCA 20-4-201, 20-4-206, 20-4-211, 20-4-213, 20-3-324

Policy History:

Adopted: 6/30/97, (4/25/07 formerly #5002)

Amended on: 5/28/99, 4/13/04, 5/29/13, 3/26/14, 6/29/16, 7/10/18