

1 **Browning Public Schools**

2  
3 **Policy # 5004**

4 **Policy Name: *Qualifications of Certified Staff***

5 **Regulation: -----**

6  
7 Browning School District is committed to hiring qualified teachers, creating professional development  
8 opportunities and requiring professional development that results in teachers and all staff having skills  
9 that address the needs of the students served by Browning Public Schools. All teachers will be certified  
10 by the State of Montana to teach in the area assigned. Employees will be hired on merit, without  
11 preference to age, sex, residence or relationship to other employees of Browning Public Schools, District  
12 #9. Preference will be given to those candidates whose qualifications will assist the school district in  
13 providing a sound academic program based on strong instructional practices. The Superintendent of  
14 Browning Schools will make staff assignments.

15  
16 Browning School District #9 staff development requirements for all certified staff include ~~District Drug~~  
17 ~~and Alcohol Training~~, Blackfeet Studies, Olweus Training, and Writing Assessment/Process Training.

18  
19 ***Olweus and MBI:*** Before any teacher is offered his/her second (2<sup>nd</sup>) teaching contract in School District  
20 #9, he/she must have documented 8 hours of district in-service. Proof of completion must be provided to  
21 the superintendent/**designee** by March 1<sup>st</sup>, prior to the second contractual year or the teacher will be  
22 recommended for non-renewal. Training will be offered at a minimum prior to school in the fall and once  
23 during the school year.

24  
25 ***Blackfeet Language/Studies:*** Before any teacher is offered his/her fourth (4<sup>th</sup>) teaching contract in the  
26 District, he/she must have earned a minimum of six (6) quarter credits (four (4) semester hours) have  
27 equivalent CEU's or have completed a program of (90) in-service hours in the area of Indian Studies, or a  
28 combination of the two, or have completed a program in this area which meets the approval of the  
29 District. Proof of completion of this requirement must be provided to the superintendent by April 1<sup>st</sup> of  
30 the third (3<sup>rd</sup>) contract year. If this is not done, the teacher will be recommended for non-renewal.

31  
32 ***Historical Trauma/Trauma Informed, Youth Mental Health First Aid:*** Beginning with the 2018-2019  
33 school year, before any new teacher is offered his/her fourth teaching contract in School District #9,  
34 he/she must have documented 6 hours of training in Historical Trauma/Trauma Informed, Youth Mental  
35 Health First Aid. Certified staff already in the district will have until June 2021 to complete the  
36 requirement. The district will develop a six-hour curriculum and offer the training at least 3 times per  
37 year. Proof of completion must be provided to Superintendent/designee by April 1 of each contract year.

38  
39 A provisionally certified teacher shall have obtained a standard teaching certificate by March 1<sup>st</sup> of the  
40 third contract year prior to the offering of a fourth-year teaching contract.

41  
42 **Cross Reference:** #2336 Significant Writing Policy  
43 #5000 Goals of Personnel  
44 #5122 Fingerprint and Criminal Background Investigations  
45

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

47  
48 **Policy History:**

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

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