

**Section:** G Personnel

**Policy Code:** GAD Professional Staff Development

### PROFESSIONAL STAFF DEVELOPMENT

The superintendent will ensure that all employee manuals and handbooks are in compliance with state and federal law.

All employees are to be advised of the revisions of the handbooks or manuals and of any implications for existing personnel.

### EMPLOYEE RIGHTS AND RESPONSIBILITIES

All employees will be provided with an explanation of both their responsibilities and their rights under law in terms of actions they may take to maintain order, discipline, and an appropriate educational environment. Training will be provided that defines approved actions, and informs employees that they may be liable for harm when they engage in criminal, grossly negligent or reckless conduct, or act with flagrant indifference to the rights and safety of another person who suffers harm as a result. The superintendent will develop rules that prescribe the circumstances under which the district administration and/or parents/guardians are to be notified of actions taken, any written documentation of actions taken that is necessary, and other appropriate procedures including staff training.

A student code of conduct, developed under the leadership of the district administration, and in cooperation with staff, will be made available and distributed to parents and students outlining student conduct expectations and possible disciplinary actions, including consequences for disorderly conduct. In addition, each school may publish a student/parent handbook detailing additional rules specific to that school. All rules applying to student conduct shall be posted in a prominent place in each school building.

### STUDENT TEACHING

Persons who possess two (2) years of classroom experience as an assistant teacher or who have taught for one (1) year in an accredited public or private school shall be allowed to fulfill student teaching requirements under the supervision of a qualified participating teacher approved by an accredited college of education. This school district shall compensate such assistant teachers at the required salary level during the period of time such individual is completing student teaching requirements.

The Mississippi Public School Accountability Standards for this policy are standards 2 and 15.

LEGAL REF.: MS CODE as cited.

*Mississippi Public School Accountability Standards*

## **Policy:**

### **Professional Development**

#### **Overview and Purpose**

The Jackson County School District is a learning organization focused on increasing student achievement through more effective professional development, or professional learning opportunities. As required by the Mississippi Department of Education, the District shall use this policy to ensure that it implements a professional development program aligned with the Learning Forward Standards for Professional Learning (Standard 15 of the Mississippi Public School Accountability Standards of 2014). The purpose of professional development is to ensure that every educator engages in effective professional learning every day so every student achieves. According to Learning Forward, “[i]ncreasing the effectiveness of professional learning is the leverage point with the greatest potential for strengthening and refining the day-to-day performance of educators.”

#### **~~Section I: DEFINITION OF PROFESSIONAL DEVELOPMENT~~**

~~The Mississippi Public School Accountability Standards of 2014 defines professional development as the growth-promoting learning process that empowers stakeholders (teachers, administrators, staff, and other school personnel) to improve the educational organization.~~

#### **~~Section II: GOALS OF PROFESSIONAL DEVELOPMENT~~**

~~The goals of implementing the Standards for Professional Learning are to outline the characteristics of professional learning that lead to the following:~~

- ~~1. Effective teaching practices;~~
- ~~2. Supportive leadership; and~~
- ~~3. Improved student results.~~

#### **~~Section III: PROFESSIONAL DEVELOPMENT MODEL~~**

~~Standards for Professional Learning outline the characteristics of professional learning that leads to effective teaching practices, supportive leadership, and improved student results. The seven standards of Learning Forward focus attention on educator learning that relates to successful student learning:~~

- ~~1. Learning Communities—Professional learning that increases educator effectiveness and results for all students occurs within learning communities committed to continuous improvement, collective responsibility, and goal alignment.~~
- ~~2. Leadership—Professional learning that increases educator effectiveness and results for all students requires skillful leaders who develop capacity, advocates, and create support systems for professional learning.~~
- ~~3. Resources—Professional learning that increases educator effectiveness and results for all students requires prioritizing, monitoring, and coordinating resources for educator learning.~~

4. ~~Data—Professional learning that increases educator effectiveness and results for all students uses a variety of sources and types of student, educator, and system data to plan, assess, and evaluate professional learning.~~
5. ~~Learning Designs—Professional learning that increases educator effectiveness and results for all students integrates theories, research, and models of human learning to achieve its intended outcomes.~~
6. ~~Implementation—Professional learning that increases educator effectiveness and results for all students applies research on change and sustains support for implementation of professional learning for long term change.~~
7. ~~Outcomes—Professional learning that increases educator effectiveness and results for all students aligns its outcomes with educator performance and student curriculum standards.~~

**SOURCE:** ~~Standard 15 of the Mississippi Public School Accountability Standards of 2014-15. The school district implements a professional development program aligned with the Learning Forward Standards for Professional Learning. (Districts Meeting the Highest Levels of Performance are exempted.)~~

**LEGAL REF:** ~~Miss. Code Ann. §37-17-8; Mississippi Department of Education State Board Policy 4500~~