

Browning Public Schools  
**Board Agenda Request**  
Meeting to Be Held: 7/10/2018



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**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

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**Date:**        7/10/2018

**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:** \_\_\_\_\_

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**Board Action:**    N/A (Info)     Approved     Denied     Tabled to: \_\_\_\_\_

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 that  
9 address the needs of the students served by Browning Public Schools. All teachers will be certified by the State of  
10 Montana to teach in the area assigned. Employees will be hired on merit, without preference to age, sex, residence  
11 or relationship to other employees of Browning Public Schools, District #9. Preference will be given to those  
12 candidates whose qualifications will assist the school district in providing a sound academic program based on  
13 strong instructional practices. The Superintendent of Browning Schools will make staff assignments.

14  
15 Browning School District #9 staff development requirements for all certified staff include Olweus and MBI  
16 training, Blackfeet Studies/Blackfeet Language, Writing Assessment/Process Training and Historical Trauma  
17 training.

18  
19 ~~*Drug and Alcohol Awareness Training:*~~ ***Olweus and MBI:*** Before any teacher is offered his/her second (2<sup>nd</sup>)  
20 teaching contract in School District #9, he/she must have documented 8 hours of district in-service. Proof of  
21 completion must be provided to the superintendent by March 1<sup>st</sup>, prior to the second contractual year or the  
22 teacher will be recommended for non-renewal. Training will be offered at a minimum prior to school in the fall  
23 and once 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 District,  
26 he/she must have earned a minimum of six (6) quarter credits (four (4) semester hours) or have completed a  
27 program of (90) in-service hours in the area of Indian Studies, or a combination of the two, or have completed a  
28 program in this area which meets the approval of the District. Proof of completion of this requirement must be  
29 provided to the superintendent by April 1<sup>st</sup> of the third (3<sup>rd</sup>) contract year. If this is not done, the teacher will be  
30 recommended for non-renewal.

31  
32 ~~*Drop Out Prevention:*~~ ***Historical Trauma/Trauma Informed, Youth Mental Health First Aid:*** Beginning with  
33 the ~~2013-2014~~ 2018-2019 school year, before any new teacher is offered his/her fourth teaching contract in  
34 School District #9, he/she must have documented 6 hours of training in ~~dropout prevention theory and prevention~~  
35 **strategies *Historical Trauma/Trauma Informed, Youth Mental Health First Aid.*** Certified staff already in the  
36 district will have until June 2021 to complete the requirement. The district will develop a six-hour curriculum and  
37 offer the training at least 3 times per year. Proof of completion must be provided to Superintendent/designee by  
38 April 1 of each contract year.

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

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43 **Cross Reference:** #2336 Significant Writing Policy  
44 #5000 Goals of Personnel  
45 #5122 Fingerprint and Criminal Background Investigations  
46

47 **Legal Reference:** MCA 20-4-201, 20-4-206, 20-4-211, 20-4-213, 20-3-324  
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49 **Policy History:**

50 Adopted: 6/30/97, (4/25/07 formerly #5002)  
51 Amended on: 5/28/99, 4/13/04, 5/29/13, 3/26/14, 6/29/16, 7/10/18