

1 **Browning Public Schools**

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3 **Policy # 5004**

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

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

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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.

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16 Browning School District #9 staff development requirements for all certified staff include **training in**  
17 **Prevention and Positive School Climate Strategies**, ~~District Drug and Alcohol Training~~, Blackfeet  
18 Studies, ~~Olweus Training~~ **Bully Prevention programs**, and Writing Assessment/Process Training.

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

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

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33 **Historical Trauma/Trauma Informed, Youth Mental Health First Aid**: Beginning with the 2013-2014  
34 2018-2019 **2020-2021** school year, before any new teacher is offered his/her fourth teaching contract in  
35 School District #9, he/she must have documented 6 hours of training in Historical Trauma/Trauma  
36 Informed, Youth Mental Health First Aid. Certified staff already in the district will have until June 2021  
37 to complete the requirement. The district will develop a six-hour curriculum and offer the training at least  
38 3 times per year. Proof of completion must be provided to Superintendent/designee by April 1 of each  
39 contract year.

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

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

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

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50 **Policy History:**  
51 Adopted: 6/30/97

- 1 Reviewed: 1/29/20
- 2 Amended on: 5/28/99, 4/13/04, 5/29/13, 3/26/14, 6/29/16, 7/10/18, 2/11/20