

400.13L STAFF DEVELOPMENT**I. MISSION STATEMENT**

BE IT RESOLVED: The New York Mills School District believes in a quality education for all students. Because of an ever-changing, complex world with an astronomical growth of knowledge, we believe that excellence in education is enhanced by an effective staff development program which allows staff to grow to their full potential, professionally and personally.

THE DISTRICT believes that staff development efforts require a long range commitment and should be planned and implemented at the building level.

STAFF DEVELOPMENT consists of any activities for groups and individuals designed to influence the knowledge, skills, and attitudes of all school personnel so that the quality of learning is improved.

STAFF DEVELOPMENT activities in the New York Mills Public Schools will be designed by a planning committee comprised of teachers, building principals, central office administration, building advisory committee members, and is to be based on effective research.

THE PLAN will include a process of group decision-making, long-range commitment, methods of resource allocation (time-money-personnel) and procedures used to monitor and evaluate the effectiveness of the staff development program.

ANNUALLY, the Board of Education will review and evaluate the staff development program. Decisions needed regarding the program and resource allocations will be made to allow for adequate time to plan and implement activities.

II. OBJECTIVES

- A. Gain in participants' Knowledge or Skills.
- B. Willingness to work Collaboratively and Collegially to improve classroom practices.
- C. Increase Staff morale.
- D. Improved student Performance and Behavior - changes in students' orientation toward school, peers, or the world at large.
- E. Broaden the understanding of professionally required practices with expanded administrative or collegial Support and Assist with a cooperative effort from all.
- F. Strengthened sense of Confidence with respect to specific ideas or generally with respect to the prospects for doing a good job.
- G. Improved Willingness to examine, alter, or abandon old practices and test new ones - Willingness to expose knowledge, skills, and experience to the scrutiny of others. (Take a Risk)
- H. Broadened and strengthened belief in the ability of children to learn and the ability to teach them.

Cross Reference: Policy 104
Policies 600's