

**MENOMINEE INDIAN SCHOOL DISTRICT**

537

STAFF DEVELOPMENT PLAN

The District steering committee shall yearly evaluate the short and long-term goals of the District, ranking the needs and setting up District-wide inservices to meet priorities. State-mandated needs shall take precedence over District needs.

The District shall, in cooperation with Cooperative Educational Service Agency (CESA) #8, develop a joint inservice on a yearly basis that promotes individual teacher growth.

The District shall plan for a District-level full day inservice.

School Staff Development

Individual schools shall develop a list of short and long-term staff development needs. The school's staff shall rank the needs and set up in-house staff development to meet the priorities.

Individual Staff Development

Individual schools shall have a budget for staff development, based on the staff development formula, that shall be allocated for professional improvement.

Remedial Staff Development

Individual schools shall set aside a portion of their staff development budget for teacher remediation, to be used at the sole discretion of the principal.

Administrators may, within their staff development budgets, pay for coursework up to \$100.00 per year of service to the District, if it specifically applies to the District strategic plan or school plan. The school or District staff development formula shall be adhered to. No more than one course can be paid for every three years.

Grants that specifically state their purpose is to fund staff development (i.e., D.D. Eisenhower and Title I) may pay for coursework over and above the \$100.00 per year of service if approved by the District Administrator.

Professional Staff Growth Plan

All teachers with probationary and continuing contracts, as well as teachers under CESA contracts or temporary certification, shall develop and submit an annual professional growth plan, in accordance with established procedures. The growth plan shall include professional growth objectives, an action plan and timelines.

LEGAL REF.:       Section 118.21     Wisconsin Statutes  
                          121.02(1)(b)  
                  PI 8.01(2)(b), Wisconsin Administrative Code

CROSS REF.:       537-Rule (1) Professional Staff Growth Plan  
                          Procedures  
                  537-Rule (2) Guidelines for Developing Your  
                  Annual Professional Growth Plan  
                  537 Exhibit, Professional Growth Plan Format  
                  671.1, Expense Reimbursements  
                  MTEA Agreement  
                  MNTA Agreement

APPROVED:        March 1982

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