

POLICIES PERTAINING TO OUR EMPLOYEES

PROFESSIONAL DEVELOPMENT

The Charter School shall budget adequate time and financial resources to support a comprehensive staff development program. This program shall be guided by the campus improvement plan developed through the site-based decision-making process and shall reflect a needs assessment being conducted of the charter school staff.

Staff development training shall include technology training and training in conflict resolution and discipline strategies and promote team building within staff. The staff development shall address campus performance objectives and may include enhancement of existing skills, sharing of effective strategies to reflect curricular and instruction, student achievement, effective research, new methodology identifying students' strengths and needs, development of meaningful programs for students.

Staff development conducted during off duty days will be compensated according to the supplemental duty pay schedule established by the board under charter school salary guidelines.

The Charter School shall plan for and promote student achievement for all students. Staff development shall focus on standards for student performance in the Texas Essential Knowledge and Skills.

A district that receives assistance under Title I shall provide high-quality professional development that will improve the teaching of the academic subjects, consistent with the state content standards, to enable all children to meet the state's student performance standards: and shall meet the requirements of the federal law.

The Charter School shall establish a comprehensive system of personal development that includes a plan to meet identified personnel training needs for the education of students with disabilities. The special education personnel development plan shall be a part of the Charter School's staff development program.

Date Adopted: November 4, 2000

Amended: July 28, 2001