

STAFF DEVELOPMENT

It is the philosophy of the Holmdel Township Board of Education and the district's Staff Development Committee that an on-going program of professional and personal growth empowers staff to deliver more effective instruction and services to students. The Board recognizes the need to include all personnel categories - faculty, administrators and support staff - in the training experiences which will enhance skills and abilities relevant to their performance responsibilities.

Staff development in the Holmdel Township Public Schools will be conducted to bring excitement to the educational program, encourage awareness of innovative ideas, gather personnel for sharing strategies, and promote opportunities to increase the individual knowledge and experience of educators as they grow along with society.

The ultimate goal of the Board in supporting a Staff Development Program is to empower staff in providing an optimal learning experience for the students in the Holmdel Township Public Schools.

The Superintendent may provide the staff with opportunities in areas such as the following:

- A. Visits to other classrooms and other schools;
- B. Attendance at conferences involving other personnel from the district, county, State, region, or nation;
- C. Membership on committees drawing personnel from such sources as listed above;
- D. Training in classes and workshops offered within the district and at locations outside the district;
- E. Further training in institutions of higher learning;
- F. District staff development day(s); and
- G. Orientation programs for new faculty and staff.



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A multi-faceted and comprehensive Staff Development Program shall be organized in the Holmdel Township Public Schools, based on a needs assessment of the staff and an analysis of student and district needs. It shall be assessed annually and the results communicated to the Board of Education, public and NJ Department of Education through the Quality Assurance Annual Report.

Source: Regular Board Meeting

Date: August 20, 1986

Revised: April 1, 1996

Legal References:	<u>N.J.S.A.</u> 18A:7A-11 <u>See particularly:</u>	Annual report of local school district; contents; annual report of commissioner
	<u>N.J.S.A.</u> 18A:7A-11e	Report on improvement of basic skills
	<u>N.J.S.A.</u> 18A:27-4	Powers of boards of education to make rules governing employment of teachers, etc.; employment thereunder
	<u>N.J.S.A.</u> 18A:30-7	Power of boards of education to pay salaries
	<u>N.J.S.A.</u> 18A:31-2	Attendance at conventions of New Jersey Education Association
	<u>N.J.S.A.</u> 18A:40A-3	Initial inservice training programs; curriculum; availability
	<u>See particularly:</u>	
	<u>N.J.S.A.</u> 18A:40A-3a,-18c	
	<u>N.J.A.C.</u> 6:3-4.1	Supervision of instruction: observation and evaluation of nontenured teaching staff members
	<u>N.J.A.C.</u> 6:3-4.3	Evaluation of tenured teaching staff members
	<u>N.J.A.C.</u> 6:8-4.3	Quality assurance
	<u>N.J.A.C.</u> 6:8-4.8	Teaching staff and professional development
	<u>N.J.A.C.</u> 6:28-1.2	Plans for special education
	<u>N.J.A.C.</u> 6:29-1.1 <u>et seq.</u>	Health, safety and physical education

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See particularly:

N.J.A.C. 6:29-1.1, -1.2(b)1 vi,
1.3(1), -2.4(f),
-2.5(b), -9.2(a)6,
-10,3(b)11

N.J.A.C. 6:29-9.1 et seq. The reporting of allegations of
child abuse

N.J.A.C. 6:29-10.2 Adoption of policies and
procedures

N.J.A.C. 6:31-1.8 Inservice training

Manual for the Evaluation of Local School Districts (June 1993)

Possible

Cross References:

*4115	Supervision
*4116	Evaluation
4133	Travel/reimbursement
*4231/4231.1	Staff development; inservice education/ visitations/conferences
*5131.6	Drugs, alcohol, tobacco (substance abuse)
*5141	Health
*5141.4	Child abuse and neglect
*6142.2	English as a second language; bilingual/ bicultural
*6171.3	At-risk and Chapter 1
*6171.4	Special education

*Indicates policy is included in the Critical Policy Reference Manual.