

Policy

STAFF DEVELOPMENT; INSERVICE EDUCATION/VISITATIONS/CONFERENCES

The board recognizes that the skills required of support staff members change with changing technology. In order to ensure both optimum efficiency in district operations, and the continued growth in expertise of the staff, the chief school administrator shall ensure that appropriate programs of inservice training shall be developed for support staff as necessary.

The chief school administrator may recommend to the board the granting of leave for attendance of personnel at state, regional, and national job-related meetings without pay deduction and with expenses paid by the school system according to established allowances.

Achievement Gap and Inequity

The board shall on a continuing basis, provide professional development training for all school personnel (certified and noncertified) to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice. Parents/guardians and other community members shall be invited to participate in the professional development training. Newly hired certified and noncertified staff shall be provided professional development training on educational equity issues within the first year of employment.

Mandated Inservice Programs

The chief school administrator shall arrange development of appropriate inservice presentations, seminars and/or workshops on equity issues, special education, child abuse and neglect, drug/alcohol abuse awareness, harassment, intimidation and bullying, handling blood and body fluids, possible hazardous substances in the workplace, crisis response, school violence and other topics specifically required by federal or New Jersey law.

The following was removed from the old policy:

The superintendent shall arrange on a bi-annual basis training for all district cafeteria aides. Such training shall commence immediately after the start of the school year with a refresher training prior to the end of the school year. All new lunch aides will receive said training prior to starting employment in school district. This training may be presented in either a live presentation or video format.

Adopted: June 2013

NJSBA Review/Update: April 2012, July 2016

Readopted: August 2016

Key Words

Staff Development; Inservice; Visitations; Conferences

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| <u>Legal References:</u> | <u>N.J.S.A.</u> 18A:11-1 | General mandatory powers and duties |
| | <u>N.J.S.A.</u> 18A:17-46 | Act of violence; report by school employee; notice of action taken; annual report |
| | <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; |

STAFF DEVELOPMENT; INSERVICE EDUCATION/
VISITATIONS/CONFERENCES (continued)

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| <u>See particularly:</u> | availability |
| <u>N.J.S.A.</u> 18A:40A-3a, -18c | |
| <u>N.J.S.A.</u> 18A:54-20 | Powers of board (county vocational schools) |
| <u>N.J.S.A.</u> 34:5A-10 | Retention or workplace surveys |
| <u>N.J.S.A.</u> 34:5A-13 | Employee education and training program; certification of instructors |
| <u>N.J.A.C.</u> 6A:7-1.6 | Professional development |
| <u>N.J.A.C.</u> 6A:16-1.1 <u>et seq.</u> | Programs to Support Student Development |
| <u>See particularly:</u> | |
| <u>N.J.A.C.</u> 6A:16-3.1(a)4, -5.1(d), -6.2(b)12 | |
| <u>N.J.A.C.</u> 6A:16-11.1 <u>et seq.</u> | Reporting Allegations of Child Abuse and Neglect |
| <u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u> | Evaluation of the Performance of School Districts |

Comprehensive Equity Plan, New Jersey State Department of Education

Possible

Cross References:

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| *2224 | Nondiscrimination/affirmative action |
| *4215 | Supervision |
| *4216 | Evaluation |
| 4233 | Travel/reimbursement |
| *5131 | Conduct and discipline |
| *5131.1 | Harassment, intimidation and bullying |
| *5141 | Health |
| *5141.4 | Child abuse and neglect |

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