



## PERSONNEL - CERTIFIED

4131

### Staff Development

The cornerstone of quality education is the teaching and learning relationship between teacher and student. The success of this learning depends on the preparation and skill of teachers. Teacher preparation is an ongoing endeavor. Through professional learning activities teachers gain skills in changing pedagogies, new technology and strategies to help students meet the needs of a changing society.

The Montville Board of Education expects that the curriculum and instruction in its district shall be geared to its students' individual needs. The Board recognizes that the professional staff will need to grow individually and collectively to respond to these needs. Further, the Board recognizes that the district must respond to state and federal mandates that often necessitate preparing the professional staff to reach compliance with the law.

These demands make it essential that the Montville School District provide a plan and adequate resources for the continuing professional development of its educators.

In order to assist district educators to maintain and improve their effectiveness with students amid today's rapid changes and growing demands, the Board of Education will:

1. Provide for a planned, ongoing professional development program for all certified staff, including the necessary funds and time for planning and implementation.
2. Direct the Assistant Superintendent for Curriculum and Instruction to establish a Professional Learning and Educator Evaluation Committee composed of representatives of, the administration, teachers, and the Montville Education Association responsible to the superintendent for (a) assessing immediate and long-term needs at three levels: district, building, and individual; (b) planning, implementing, and evaluating programs designed to meet the assessed needs.
3. Direct the assistant superintendent for curriculum and instruction to report annually to the Board of Education on professional development and its effect with recommendations for changes as needed.

Policy Adopted: 11/19/85  
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