

3.9 POLICY ON STAFF ACCOUNTABILITY AND PROFESSIONAL DEVELOPMENT

As provided in the Scholars Academy “Values of Our Community” and “Vision for our Graduates,” our guiding principle and true measure of success is fostering a learning environment that supports the distinctive intellectual, social, and emotional needs of gifted children. We are dedicated to the development of the whole child and aspire to equip our graduates to be confident by fostering intellectual engagement, social awareness and emotional confidence. The Scholars Academy Board of Directors holds the Executive Director accountable for achieving the commitments in this policy.

This policy sets forth how the Board expects to make those commitments a reality. In short, it will require the successful implementation of a coordinated, comprehensive strategy. The essential elements of this strategy as discussed in detail below are:

- Recruiting and retaining effective teachers with strong classroom skills and demonstrated understanding of the distinctive intellectual, social, and emotional needs of gifted children;
- Providing opportunities for appropriate professional development;
- Matching job assignments with the needs of the students and Scholars Academy;
- Evaluating teacher and administrator job performance; and
- Holding our Executive Director accountable for results.

Essential Elements to Having Effective Teachers

Recruitment and Retention

To foster a learning environment that supports the distinctive intellectual, social, and emotional needs of gifted children, Scholars Academy must continually strengthen its efforts to attract and retain effective teachers. Therefore, the Executive Director must work with the Board to develop and implement strategies designed to attract and retain such staff. At a minimum, the strategies should include positive working conditions, professional development and administrative support for student discipline.

Professional Development

A key element to having effective teachers is building their unique skills sets through professional development customized to meet the unique needs of Scholars Academy. Therefore, the Executive Director must ensure that all teachers receive ongoing professional development that will allow them to support the goals laid out in the Scholars Academy “Values of Our Community” and “Vision for our Graduates.” At a minimum and subject to budget constraints, Scholars Academy shall provide professional development for staff new to Scholars Academy, beginning teacher support, differentiated professional development to meet teacher’s needs.

Job Assignments

In order to make certain that every class has a strong and effective teacher, the placement of teachers must be considered. The Executive Director has the authority to reassign a member of the instructional staff at any time if a re-assignment will serve the best interests of Scholars Academy.

Evaluation

In order to make certain that every classroom has an effective teacher, accurate assessments based on requirements of law and the Scholars Academy “Values of Our Community” and “Vision for our Graduates” must be developed and used to determine the quality of teachers. When these assessments indicate that improvement is needed, administrators must provide appropriate strategies and support to encourage success of the teacher as they educate their students. Instructional staff may be required to comply with action plans, in accordance with Policy for Growth and Improvement of Teachers and Licensed Employees as a means of addressing inadequate performance.

Other Staff

All employees are subject to termination for inadequate performance. Where appropriate, supervisors may engage in counseling with employees as a means of correcting problems with performance. Staff may be required to comply with action plans as a means of addressing inadequate performance.

Contracts may be offered and extended by the Board for administrative staff and instructional staff upon the Executive Director’s recommendation to the Board in accordance with applicable law and the Employee Discipline and Non-Renewal Policy.

Compliance with Requirements of Law

In addition, the Board directs the Executive Director to ensure compliance with all applicable state and federal requirements regarding the qualifications of teachers, including any applicable state law regarding the certification of charter school staff and any federal mandates regarding highly qualified instructional staff.

Administrative Implementation and Management Oversight

The Executive Director will develop and implement procedures designed to address each of the above-referenced elements, which procedures shall be reviewed and updated periodically to assure that relevant goals are being achieved, aligned with the budget process.

Adopted: July 29, 2016