

The schools, because of space factors in the classrooms, will not be able to allow school pupils to have pupil visitors accompany them as visiting guests in the school.

CLASSROOM VISITATION SAFETY PRECAUTIONS

As part of the district's safety and security program, only school or district personnel, law enforcement officials, or educational professionals designing an individual educational program shall be allowed to visit classrooms during instructional times.

Visitors must provide their driver's license upon entering the school. Using the Raptor Identification software, an id badge will be immediately printed. The id badge will contain your driver's license picture, school name, date, time, and one destination. We appreciate your cooperation as we work diligently to ensure the safety of all of our students and employees and as we also work to preserve the integrity of our instructional time. At the discretion of the principal or his/her designee, an alternate picture id may be accepted.

Amendment:

Effective July 1, 2011:

CLASSROOM VISITATION – Parents:

Parents are allowed to visit classrooms during instructional time only one (1) day per month unless otherwise specified by the principal.

ADMINISTRATIVE PERSONNEL PROFESSIONAL DEVELOPMENT – HSD Policy – CK

The superintendent and district leadership team will monitor the professional growth of the building level administrator and teachers. Through classroom supervision and employee conferences, teachers and administrators maybe mandated to attend professional developments that will enhance their abilities to spur school improvement and/or improve in data driven decision making. Employees mandated to these professional developments will be required to develop a plan of action with the school leadership team (teacher) or the district leadership team (administrator) that contain measurable milestones of growth and performance. This plan of action will become a part of the employee's evaluation instrument, therefore adhering to and the completion of it will be an additional item considered in the renewal of employment.

RECRUITMENT AND SELECTION – HSD Policy – GBC

This school district is an equal opportunity employer. This school district shall employ licensed staff on a professional basis without regard to age, race, color, gender, or national origin. Every

school teacher employed in this school system must possess a valid license and shall execute a written contract with the local Board of Education.

This school board has the power and authority to select all school district personnel in the manner provided by law, and to provide for such employee fringe benefit programs including accident reimbursement plans, as may be deemed necessary and appropriate by the board.

37-7-301 (p) (1993)

NO CHILD LEFT BEHIND ACT

The superintendent will ensure that all employee manuals and handbooks are in compliance with federal law and include:

- the education and experience required of all new instructional employees;
- any credentials that current instructional employees must acquire;
- a timetable for meeting any new requirements; and,
- the consequences for employees who fail to comply.

All employees are to be advised of the revisions of the handbooks or manuals and of any implications for existing personnel.

The superintendent will ensure that parents/guardians of students of Title I schools are informed of their right to know the professional qualifications of their child's teacher and will describe where and how this information may be obtained. The superintendent will monitor Title I schools to ensure that parents/guardians of all students are notified when those students are taught for four (4) or more consecutive weeks by a teacher who is not highly qualified as defined by law.

Staffing patterns will be reviewed annually to ensure that poor and minority students are not, at rates higher than are other children in the district, taught by inexperienced, unqualified, or out-of-field teachers. If such patterns are noted, strategies to correct the problem will be developed.

In employing professional staff, the school district shall comply with applicable provisions of the No Child Left Behind Act of 2001.

Beginning in the 2002-03 school year, districts may hire only highly qualified teachers for Title I support programs.

Districts must develop a plan to have all teachers be highly qualified by the end of the 2005-06 school year.

The Mississippi Department of Education must develop a plan to have all teachers teaching in core academic subjects be highly qualified by the end of the 2005-06 school year.

The Mississippi Public School Accountability Standard for this policy is standard 2.

LEGAL REF.: MS CODE as cited; P. L. 107-110 (No Child Left Behind Act of 2001)

Mississippi Public School Accountability Standards

CROSS REF.: Policies GAAA Equal Opportunity Employment

GBBA Professional Personnel Qualifications

GBD Professional Personnel Hiring

PROFESSIONAL PERSONNEL ORIENTATION – HSD Policy – GBF

A program for the orientation of provisional and other teachers new to the district shall be developed and implemented by the central administration and the individual schools.

The program shall assist new teachers in becoming acquainted with the community and school district and the school, including the policies of the board, rules and regulations, and the instructional program.

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All employees are to be advised of the revisions of the handbooks or manuals and of any implications for existing personnel.

EMPLOYEE RIGHTS AND RESPONSIBILITIES

All employees will be provided with an explanation of both their responsibilities and their rights under law in terms of actions they may take to maintain order, discipline, and an appropriate educational environment. Training will be provided that defines approved actions, and informs employees that they may be liable for harm when they engage in criminal, grossly negligent or reckless conduct, or act with flagrant indifference to the rights and safety of another person who suffers harm as a result. The superintendent will develop rules that prescribe the circumstances under which the district administration and/or parents/guardians are to be notified of actions taken, any written documentation of actions taken that is necessary, and other appropriate procedures including staff training.

A student code of conduct, developed under the leadership of the district administration, and in cooperation with staff, will be made available and distributed to parents and students outlining student conduct expectations and possible disciplinary actions, including consequences for