

# MINNETONKA PUBLIC SCHOOLS

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## **Policy #453: EXCHANGE OF TEACHERS & ADMINISTRATORS**

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We are committed to building upon the excellence of our past and creating a world-class school district. We will insist on aligning every element of our organization toward the goal of supporting all students' pursuit of their highest levels of academic and personal achievement.

Teaching and the interaction between teachers and their students are central to the educational endeavor. We must pursue excellence in teaching if we are to deliver a school district that is truly world-class. Therefore, all Minnetonka teachers will have a thorough and complete command of the subjects they teach. They will employ a wide range of educational and scientific research in developing effective ways of teaching their students. Minnetonka teachers will be recognized for their commitment, enthusiasm, student-focus, effectiveness, and professionalism. The efforts of Minnetonka teachers will be supported by a well-planned and adequately-funded professional development program.

In addition to mastery of subject area, Minnetonka teachers will know that simply covering curriculum does not equal excellence in teaching.

All Minnetonka teachers will exhibit a genuine love of children and a professional commitment to children's learning. They will recognize that they have enormous influence over the minds and character of the children in their charge and act accordingly.

The instruction process will transcend skill development or mere knowledge transfer. Classroom instruction will emphasize excellence, love of learning, critical thinking, cooperation, exploration, and respect for others. We will support meaningful professional development focused on improving instructional methods so that all students become active, life-long learners. This endeavor can be greatly enhanced by teachers and administrators who gain insights and experiences in other settings. This can often be accomplished through professional exchanges.

- 1.0 The District's Professional Development Program shall include a provision for a voluntary teacher or administrator exchange program, in cooperation with other school systems and educational agencies.
- 2.0 The intent of the programs shall be to provide an opportunity for staff members to work in another educational setting in order to gain different insights into instructional patterns, schedules, facilities, students and cultural environments. It is to be expected that the system or agency with which the exchange is made gains in similar fashion from the exchange.
- 3.0 The program shall be strictly voluntary.

- 4.0 Approval for all exchanges of personnel must be approved by the Superintendent and the administrative head of the other system or agency in order to become effective.
- 5.0 School Board approval of any leaves included in an exchange is required. The final authorization of the exchange shall be by Board approval.

*Approved April 6, 2006*