

Mississippi Staff Development Council

Revised 1/25/06

Mission

To assure superiority in teaching, learning, and educational leadership through staff development programs by being the state network for staff developers and by establishing and promoting professional staff development standards and practices.

Beliefs

We believe that:

- ... all educational personnel who are responsible for assuring superiority in teaching, learning, and educational leadership are staff developers;
- ... learning results in change in behavior;
- ... change is opportunity for growth;
- ... there is a direct correlation between expectation and accomplishment;
- ... a range of motivational approaches should be used to improve performance;
- ... performance must be objectively measured and recognized;
- ... both individuals and organizations have the inherent responsibility to define and achieve their own excellence;
- ... the individual's inherent drive to learn and to be effective is realized through appropriate learning conditions;
- ... assuming proper selection, training, and supervision, the person closest to the job knows the job best;
- ... school improvement results directly and primarily from continuous staff development;
- ... staff development is fundamentally a social phenomenon;
- ... effective staff development is based in theory and research and proved in practice;
- ... staff development involves and benefits everyone who influences students' learning;
- ... staff development is a local responsibility; and
- ... the value of the Mississippi Staff Development Council must be measured by its impact on staff development.

Mississippi Staff Development Council

Purpose

The Mississippi Staff Development Council provides assistance and support to staff developers. MSDC believes that a comprehensive staff development program is the best vehicle for improvement of education and that an effective staff development program:

1. emphasizes professional and personal growth and development rather than remediation;
2. initiates and supports effective change based on an understanding of the change process;
3. supports the stated goals of the district/school/classroom in terms of student outcomes;
4. supports individual personal self-improvement efforts within the context of organizational goal-setting and growth-oriented appraisal;
5. attends to the human needs of those for whom it is designed, modeling positive human interaction skills;
6. incorporates sound principles derived from research on adult learning and other topics;
7. includes a comprehensive planning process with extensive district, building, and/or individual contributions;
8. provides continuously for all levels of staff, i.e., administration, teachers, and classified staff;
9. provides for changes in subject matter, methodology, and organization;
10. relates theory and application in a practical way, modeling (when appropriate) the kind of behavior which is desired as a result of participation in the activity;
11. suits the nature and length of the staff development activity to the purpose intended, i.e., orientation, short term exposure, training leading to behavior change;
12. builds on the preservice training of the teacher as the beginning of a continuum of development; and
13. uses a broad range of human resources within schools and from institutions of higher education and the community whenever appropriate.

Mississippi Staff Development Council

Constitution

Article I: Name and Purpose

Section 1: This organization shall be known as the Mississippi Staff Development Council (MSDC).

Section 2: The purpose of the MSDC shall be to:

- (a) provide up-to-date information relating to the special needs and concerns of staff development personnel;
- (b) upgrade staff development programs; and
- (c) provide the opportunity to learn from and to share with others.

Article II: Affiliation

The Mississippi Staff Development Council shall be affiliated with the National Staff Development Council.

Article III: Membership and Dues

Section 1: The membership categories shall be active, associate, and organizational. Eligibility requirements and privileges shall be as follows:

- (a) Any person whose duties include providing educational supervision and/or consultation services in staff development shall be eligible for active membership.
- (b) Any person interested in the improvement of staff development shall be eligible for associate membership. Associate members shall have all rights and privileges of membership except the rights of (1) holding office and (2) voting.
- (c) Any organization that has a staff development component shall be eligible for organizational membership. Organizational members shall receive all mailings but shall not have the rights of (1) holding office and (2) voting. Any educational organization that joins as an organizational member will have the right to send one representative to the annual conference. This person will have no voting rights nor will the person be allowed to hold office.

Section 2: The membership year shall be January 1 through December 31.

Section 3: Dues shall be levied in accordance with the Constitution's By-Laws:

Article IV: Officers

Section 1: The officers of the MSDC shall be President, President-Elect, Secretary, and Treasurer. Each officer shall be an active member of MSDC and NSDC.

Section 2: The responsibilities of the officers shall be as follows:

- (a) The president shall preside over all meetings of the Council and the Board of Directors, appoint all members of standing committees and any other committees not otherwise provided for in the Constitution, see that all provisions of the Constitution are fulfilled by appropriate officers and committee chairmen, serve as liaison for any business involving an external agency, and serve as ex-officio member of all committees.
- (b) The president-elect shall preside in the absence of the president and serve as chairman of the Program Committee. The president-elect shall assume the office of the president if this office is vacated before the expiration of the term and shall succeed to the office of president at the expiration of the presidential term.
- (c) The secretary shall keep records and minutes of all meetings of the Council and the Board of Directors, be responsible for all correspondence, issue notices of meetings, serve as chairman of the Newsletter Committee, and perform all duties specified by the president. The secretary shall keep a current mailing list of all members' names and addresses.
- (d) The treasurer shall keep a record of membership, receive monies for the Council, pay all bills authorized by the president, keep an accurate and current record of all receipts and expenditures of the Council's funds, and make reports at the annual business meeting and at other times as requested by the president.

Section 3: The Board of Directors of the Council shall consist of the elected officers of the Council, the immediate past-president and seven members-at-large to be elected by the membership. Seven members of the board shall constitute a quorum. The board shall act as the governing body of the Council. In the event an office (other than the presidency) is vacated, the board shall select a replacement for the unexpired term. The board shall meet as necessary to conduct the business of the Council.

Section 4: The election of officers and term of office for each shall be as follows:

- (a) The president and president-elect shall be elected to serve two-year terms; the secretary and treasurer shall be elected to serve one-year terms; and all elected members-at-large shall serve two year rotating terms.
- (b) Secretary, treasurer, and members-at-large may not serve more than three consecutive terms.
- (c) The officers and Board of Directors shall be elected during the annual business meeting. All newly-elected board members shall assume their duties at the conclusion of the annual business meeting.

Section 5: Any position on the Board of Directors may be declared vacant by a two-thirds vote of the board should it become necessary for cause. Cause shall be defined as either of the following:

- (a) not performing duties as defined by the Constitution, Article III;
- (b) excessive absence from board meetings.

Article V: Committees

Section 1: The board shall be represented on each committee of the organization.

Section 2: The standing committees shall be:

- (a) the nominating committee which shall consist of three members and the immediate past president who will serve as chairman. At least one month prior to the annual business meeting, the committee shall mail to the voting membership the proposed slate of officers;
- (b) the program committee which shall consist of three members and the president-elect who will serve as chairman. This committee shall be responsible for planning the annual conference; and
- (c) the newsletter committee which shall consist of three members and the secretary who will serve as chairman. This committee shall be responsible for planning and producing an MSDC newsletter to be distributed to all members.

Section 3: The president is authorized to appoint additional committees as needed to carry out the purposes of the Council.

Article VI: Meetings

Section 1: The MSDC shall hold an annual conference. The annual business meeting shall be conducted at this conference.

Section 2: Additional meetings of MSDC may be called by the Board of Directors provided the membership is given notice at least 30 days prior to the meeting.

Article VII: Dissolution

If at any time the MSDC shall cease to carry out the purposes as herein stated, all assets and property held by the Council, whether in trust or otherwise, shall after the payment of all liabilities, be paid over to an organization which has similar purposes and has established its tax-exempt status under Section 501(c)(3) of the Internal Revenue Code of 1954 as enacted or as it may hereafter be amended. The designated organization shall be endorsed by a majority vote of the board.

Article VIII: Amendments

Any member may propose changes to this Constitution by sending the proposed changes to the president at least 90 days prior to an annual business meeting. The proposed changes must be mailed to all members one month prior to the annual business meeting. The proposed changes must be approved by two-thirds of the active members present at the annual business meeting.

Article IX: Parliamentary Authority

The rules contained in *Robert's Rules of Order Revised* shall govern MSDC in all cases to which they apply and in which they are not inconsistent with this Constitution or any special rules of order MSDC may adopt, and may be dispensed with by two-thirds vote of the members present.

Article X: Internal Revenue Service

The purpose for which the Association is organized is exclusively educational as defined in the Internal Revenue Law, and notwithstanding any other provisions of those articles, this organization shall not carry on any other activities not permitted to be carried on by an organization exempt from Federal income tax under 501(c)(3) of the Internal Revenue Code of 1954 or the corresponding provisions of any future United States internal Revenue law.

Article XI: Executive Director

- Section 1: The Executive Director shall be an ex-officio member of the Board of Directors and shall be responsible for all managerial/organizational, political, and research responsibilities of the organization and the administration of the practical applications of the organization.
- Section 2: The Executive Director will serve at the will of the Board on an annual basis.
- Section 3: The Executive Director will keep a record of membership, will keep a current mailing list of all members' names and addresses, will act as treasurer of the Council; and will carry out other duties as assigned.

Articles I-X adopted by unanimous vote of the Mississippi Staff Development Council Steering Committee on October 14, 1987, and clarified through the Steering Committee Minutes of December 14, 1987.

Article XI adopted by unanimous vote of the membership of the Mississippi Staff Development Council on February 24, 1995.

Article IV: Officers/Section 4(a) adopted by unanimous vote of the membership of the Mississippi Staff Development Council on January 25, 2006.

Mississippi Staff Development Council

By-Laws

Article I: Dues

Section 1: The amount of dues for membership in the Council is as follows:

Active: \$20; Associate: \$10, Organizational: \$30

Section 2: Dues are payable each year at the annual conference.

Article II: Board of Directors

Section 1: The Board of Directors shall consist of four officers, one immediate past president, and seven members. The seven members shall be distributed as follows: one representative from each of the regional service areas; one representative from an institution of higher education; and one representative from the Mississippi State Department of Education.

Section 2: All members of the Board of Directors shall be current members of MSDC.

Section 3: The nominating committee shall make its report to the membership in the newsletter preceding the annual business meeting. Additional nominations may be made from the floor at the annual business meeting.

Article III: Committees

Members of all committees shall be current members of the MSDC.

Article IV: Business Meeting

Section 1: The MSDC shall hold a business meeting during the annual conference. During this meeting, the Council will receive reports, approve the budget, elect officers, and conduct any other business necessary for the good of the Council.

Section 2: The Board of Directors shall set the agenda for the annual business meeting and publish it in the newsletter at least one month prior to the meeting.

Article V: Amendments

Section 1: Proposed changes to the By-Laws must be submitted to the Board of Directors which will present the proposed amendment to the membership at the next annual business meeting.

Section 2: Proposed changes to the By-Laws shall be adopted by a two-thirds vote of those voting members present at the annual business meeting.

Adopted by unanimous vote of the Mississippi Staff Development Council Steering Committee on October 14, 1987, and clarified through the Steering Committee Minutes of December 14, 1987.