

STAFF DEVELOPMENT

The Governing Board believes that, in order to maximize student learning and achievement, certificated staff members must be continuously learning and improving their skills. The Superintendent or designee shall develop a program of ongoing professional development which includes opportunities for teachers to enhance their instructional and classroom management skills and become informed about changes in pedagogy and subject matter.

Certificated personnel may be authorized by the Superintendent or designee to attend professional conventions or conferences:

1. District Representatives – School personnel who attend conferences or conventions as representatives of the district, and as approved by the Superintendent or designee, may be reimbursed for all normal expenses incurred.
2. Individual Request – Request by individual staff members to attend a state or national convention may be approved by the Superintendent or designee with expenses to be paid by the district, or release time may be approved by the Superintendent or designee for attendance with the individual assuming responsibility for expenses incurred.

The district's staff development program shall assist certificated staff in developing knowledge and skills, including, but not limited to:

1. Mastery of discipline-based knowledge, including academic content in the core curriculum and academic standards
2. Use of effective, subject-specific teaching methods, strategies, and skills
3. Use of technologies to enhance instruction
4. Sensitivity to and ability to meet the needs of diverse student populations, including, but not limited to, students of various racial and ethnic groups, students with disabilities, English language learners, economically disadvantaged students, gifted and talented students, and at-risk students
5. Understanding of how academic and career technical instruction can be integrated and implemented to increase student learning
6. Knowledge of strategies that enable parents/guardians to participate fully and effectively in their children's education
7. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, and discipline, including conflict resolution and intolerance and hatred prevention

STAFF DEVELOPMENT (continued)

8. Ability to relate to students, understand their various stages of growth and development, and motivate them to learn
9. Ability to interpret and use data and assessment results to guide instruction
10. Knowledge of topics related to student health, safety, and welfare
11. Knowledge of topics related to employee health, safety, and security

The Superintendent or designee may, in conjunction with individual teachers and interns, develop an individualized program of professional growth which contributes to competence, performance, and effectiveness in teaching and classroom assignments and, as necessary, assists them in meeting state or federal requirements to be fully qualified for their positions.

The district's staff evaluation process may be used to recommend additional staff development for individual employees.

The Superintendent or designee shall involve teachers, site and district administrators, and others, as appropriate, in the development of the district's staff development program. He/she shall ensure that the district's staff development program is aligned with district priorities for student achievement, school improvement objectives, and school plans.

The Board may budget funds for actual and reasonable expenses incurred by staff who participate in staff development activities.

The Superintendent or designee shall provide a means for continual evaluation of the benefit of staff development activities to both staff and students and shall regularly report to the Board regarding the effectiveness of the staff development program. Based on the Superintendent's report, the Board may revise the program as necessary to ensure that the staff development program supports the district's priorities for student achievement.

Legal Reference: (see next page)

STAFF DEVELOPMENT (continued)

Legal Reference:

EDUCATION CODE

- 41520-41522 *Teacher Credentialing Block Grant, including beginning teacher support*
 - 41530-41533 *Professional Development Block Grant*
 - 44032 *Travel expense payment*
 - 44259.5 *Standards for teacher preparation*
 - 44277 *Professional growth programs for individual teachers*
 - 44279.1-44279.7 *Beginning Teacher Support and Assessment Program*
 - 44325-44329.5 *District interns*
 - 44450-44468 *University internship program*
 - 44560-44562 *Certificated Staff Mentoring Program*
 - 44570-44578 *Inservice training, secondary education*
 - 44580-44591 *Inservice training, elementary teachers*
 - 44630-44643 *Professional Development and Program Improvement Act of 1968*
 - 44700-44705 *Classroom teacher instructional improvement program*
 - 44735 *Teaching as a Priority Block Grant; teacher recruitment and retention in high-priority schools*
 - 45028 *Salary schedule and exceptions*
 - 48980 *Notification of parents/guardians: schedule of minimum days*
 - 52055.600-52055.662 *High Priority Schools Grant Program*
 - 56240-56245 *Staff development; service to persons with disabilities*
 - 99200-99206 *Subject matter projects*
 - 99220-99227 *California Professional Development Institutes*
 - 99230-99242 *Mathematics and Reading Professional Development Program*
- REPEALED EDUCATION CODE FOR CATEGORICAL PROGRAMS
- 44579-44579.6 *Instructional Time and Staff Development Reform Program*

GOVERNMENT CODE

- 3543.2 *Scope of representation of employee organization*

CODE OF REGULATIONS, TITLE 5

- 11980-11985.6 *Mathematics and Reading Professional Development Program*
- 13025-13044 *Professional development and program improvement*

UNITED STATES CODE, TITLE 20

- 6319 *Highly qualified teachers*
- 6601-6702 *Preparing, Training and Recruiting High Quality Teachers and Principals*

PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS

- United Faculty of Contra Costa Community College District v. Contra Costa Community College District*, (1990) PERB Order No. 804, 14 PERC P21, 085

Management Resources:

CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS

- State Board of Education Guidelines and Criteria for Approval of Training Providers*, March 2008

COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS

- California Standards for the Teaching Profession*, 1997

WEB SITES

- Beginning Teacher Support and Assessment*: <http://www.btsa.ca.gov>
- California Commission on Teacher Credentialing*: <http://www.ctc.ca.gov>
- California Department of Education, Professional Development*: <http://www.cde.ca.gov/pd>
- California Subject Matter Projects*: <http://csmp.ucop.edu>