

## Personnel

### Staff Development

The Board of Trustees believes that in order to maximize student learning 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 and certificated teaching assistants to enhance their instructional and classroom management skills and increase their knowledge of academic content in the core curriculum. The program may include but is not limited to:

1. Mastery of discipline-based knowledge, including the state-adopted standards, and effective subject-specific pedagogical skills

(cf. 6011 - Academic Standards)  
(cf. 6142.7 - Physical Education)  
(cf. 6142.8 - Comprehensive Health Education)  
(cf. 6142.91 - Reading/Language Arts Instruction)  
(cf. 6142.92 - Mathematics Instruction)  
(cf. 6142.93 - Science Instruction)

2. Teaching methods and strategies, including the use of technologies to enhance instruction

(cf. 0440 - District Technology Plan)  
(cf. 6162.7 - Use of Technology in Instruction)

3. Sensitivity to the needs of diverse student populations, including minorities, students with disabilities, English language learners and economically disadvantaged students, and ability to meet those needs

(cf. 4112.22/4212.22 - Staff Teaching Students of Limited English Proficiency)  
(cf. 4112.23 - Special Education Staff)

4. Understanding of how academic instruction can be integrated and implemented to increase student learning; skill in evaluating and combining available instructional resources; opportunities to collaborate with other staff members in the alignment of academic and vocational curricula

(cf. 6030 - Integrated Academic Instruction)

5. Knowledge of strategies that enable parents/guardians to participate fully and effectively in their children's education

**Personnel**

**Staff Development (continued)**

(cf. 6020 - Parent Involvement)

6. Effective classroom management skills, ability to relate to students, understand their various stages of growth and development, and motivate them to learn
7. Training related to student health, safety and welfare

(cf. 5131.6 - Alcohol and Other Drugs)

(cf. 5141.4 - Child Abuse Reporting Procedures)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

(cf. 5149 - At-Risk Students)

The district's staff development program shall provide maximum opportunities for staff participation without impacting the number of instructional days offered to students as required by law.

(cf. 6111 - School Calendar)

(cf. 0420.1 - School-Based Program Coordination)

(cf. 0420.3 - School-Based Student Motivation and Maintenance Program)

(cf. 4131.6 - Professional Development Program)

The Superintendent or designee shall assist in meeting the obligations related to the professional growth of individual probationary and permanent teachers.

(cf. 4112.21 - District Interns)

(cf. 4116 - Probationary/Permanent Status)

(cf. 4131.5 - Professional Growth)

(cf. 4138 - Mentor Teachers)

(cf. 0500 - Accountability)

**Personnel**

**Staff Development (continued)**

Legal Reference:

EDUCATION CODE

- 44032 Travel expense payment
- 44259.5 Standards for preparation of all students
- 44277-44279 Professional growth requirements for maintaining valid credentials
- 44279.1-44279.7 Beginning Teacher Support and Assessment Program (BTSA)
- 44560 Inservice preparation in ethnic backgrounds
- 44570-44578 Inservice training - personnel, secondary education
- 44579.5 Instructional Time and Staff Development Reform Program
- 44580-44591 Inservice training - personnel, elementary teachers
- 44630-44643 Professional Development and Program Improvement Act of 1968
- 44681-44689 Administrator training and evaluation
- 44700-44705 Classroom teacher instructional improvement program
- 44755-44759.7 Inservice training in reading instruction, grades K-3 and 4-8
- 48980 Notification of parents/guardians: schedule of minimum days
- 51210 Courses of study for grades 1-6
- 51220 Courses of study for grades 7-12
- 51226.3 Legislative intent for staff development on the Great Irish Famine
- 52800-52870 School-Based Program Coordination Act
- 54720-54734 School-Based Pupil Motivation and Maintenance Program
- 56240-56245 Staff development; service to persons with disabilities

GOVERNMENT CODE

- 3543.2 Scope of representation of employee organization

CODE OF REGULATIONS, TITLE 5

- 6000-6002 Instructional time and staff development reform program
- 13025-13044 Professional development and program improvement programs

UNITED STATES CODE, TITLE 20

- 6101 - 6251 School-to-Work Opportunities Act of 1994
- 6601 - 6702 Dwight D. Eisenhower Professional Development Program

Policy Adopted: March 23, 1987

Policy Revised: September 26, 2005; December 5, 2005