

STAFF DEVELOPMENT

The Board of Trustees 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 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 subject-specific pedagogical skills

(cf. 6011 - Academic Standards)
(cf. 6142.1 - Sexual Health and HIV/AIDS Prevention Instruction)
(cf. 6142.5 - Environmental Education)
(cf. 6142.6 - Visual and Performing Arts Education)
(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. Effective teaching methods and strategies

3. The use of technologies to enhance instruction

(cf. 0440 - District Technology Plan)
(cf. 6162.7 - Use of Technology in 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, and gifted and talented students

(cf. 4112.22/4212.22 - Staff Teaching Students of Limited English Proficiency)
(cf. 4112.23 - Special Education Staff)
(cf. 5149 - At-Risk Students)
(cf. 6141.5 - Advanced Placement)
(cf. 6171 - Title I Programs)
(cf. 6172 - Gifted and Talented Student Program)
(cf. 6173 - Education for Homeless Children)
(cf. 6173.1 - Education for Foster Youth)
(cf. 6174 - Education for English Language Learners)
(cf. 6175 - Migrant Education Program)

5. Understanding of how academic and vocational instruction can be integrated and implemented to increase student learning

(cf. 6030 - Integrated Academic and Vocational Instruction)

STAFF DEVELOPMENT (continued)

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

(cf. 1240 - Volunteer Assistance)

(cf. 5020 - Parent Rights and Responsibilities)

(cf. 6020 - Parent Involvement)

7. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, and discipline, including conflict resolution, intolerance, and hatred prevention

(cf. 5137 - Positive School Climate)

(cf. 5138 - Conflict Resolution/Peer Mediation)

(cf. 5145.9 - Hate-Motivated Behavior)

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

(cf. 5121 - Grades/Evaluation of Student Performance)

(cf. 6162.5 - Student Assessment)

10. Topics related to student health, safety, and welfare

(cf. 0450 - Comprehensive Safety Plan)

(cf. 3515.5 - Sex Offender Notification)

(cf. 5030 - Student Wellness)

(cf. 5131.6 - Alcohol and Other Drugs)

(cf. 5131.63 - Steroids)

(cf. 5141.4 - Child Abuse Prevention and Reporting)

(cf. 5141.52 - Suicide Prevention)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

11. Topics related to employee health, safety, and security

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

(cf. 4119.43/4219.43/4319.43 - Universal Precautions)

(cf. 4157/4257/4357 - Employee Safety)

(cf. 4158/4258/4358 - Employee Security)

Each teacher of any of grades K-6 shall be provided with opportunities to participate in professional development activities in reading language arts/English language development. (Education Code 41530)

STAFF DEVELOPMENT (continued)

As necessary, teachers shall receive professional development, as defined in 20 USC 7801, which is designed to help them meet the requirements of federal law for teachers of core academic subjects. (20 USC 6319)

(cf. 4112.2 - Certification)

(cf. 4112.24 - Teacher Qualifications Under the No Child Left Behind Act)

The Superintendent or designee shall ensure that the district meets its obligations related to the professional growth of individual probationary and permanent teachers.

(cf. 4112.21 - District Interns)

(cf. 4116 - Probationary/Permanent Status)

(cf. 4131.1 - Beginning Teacher Support/Induction)

(cf. 4131.5 - Professional Growth)

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

(cf. 4115 - Evaluation/Supervision)

(cf. 4139 - Peer Assistance and Review)

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 established by individuals who are closest to the classroom and most knowledgeable about the needs of the school and its students.

(cf. 0000 - Vision)

(cf. 0200 - Goals for the School District)

(cf. 0420 - School Plans/Site Councils)

(cf. 0420.1 - School-Based Program Coordination)

(cf. 0520 - Intervention for Underperforming Schools)

(cf. 0520.1 - High Priority Schools Grant Program)

(cf. 0520.2 - Title I Program Improvement Schools)

(cf. 0520.3 - Title I Program Improvement Districts)

(cf. 4131.6 - Professional Development Program)

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

(cf. 3350 - Travel Expenses)

The Superintendent or designee shall provide a means for continual evaluation of the benefit of staff development activities to staff and students.

(cf. 0500 - Accountability)

(cf. 9000 - Role of the Board)

STAFF DEVELOPMENT (continued)

Legal Reference:

EDUCATION CODE

41505-41508 Pupil Retention Block Grant; school plan
41520-41522 Teacher Credentialing Block Grant, including beginning teacher support and assessment
41530-41532 Professional Development Block Grant
41570-41573 School and Library Improvement Block Grant; school plan
44032 Travel expense payment
44259.5 Standards for preparation for 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
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
44735 Teaching as a Priority; teacher recruitment and retention in high-priority schools
44755-44757.5 Inservice training in reading instruction, grades K-3
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
52800-52870 School-Based Program Coordination Act
56240-56245 Staff development; service to persons with disabilities
99200-99205 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
6100-6125 Teacher qualifications, No Child Left Behind Act
11980-11986 Mathematics and Reading Professional Development Program
13025-13044 Professional development and program improvement programs
UNITED STATES CODE, TITLE 20
6319 Highly qualified teachers
6601-6702 Preparing, Training and Recruiting High Quality Teachers and Principals
7801 Definitions, highly qualified teacher
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:

CTC PUBLICATIONS

California Standards for the Teaching Profession, 1997

CDE PUBLICATIONS

NCLB Teacher Requirements Resource Guide, March 2004

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://csmmp.ucop.edu>

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