Personnel

Staff Development

The Governing Board recognizes that professional development enhances employee effectiveness and contributes to personal growth. Staff development for administrative and supervisory personnel shall be designed to guide institutional improvement, build leadership skills, and enhance overall management efficiency.

(cf. 4119.21/4219.21/4319.21 - Professional Standards)

The Superintendent or designee shall develop a plan for administrator support and development activities that is based on a systematic assessment of the needs of district students and staff and is aligned to the district's vision, goals, local control and accountability plan, and other comprehensive plans.

(cf. 0000 - Vision)
(cf. 0200 - Goals for the School District)
(cf. 0420 - School Plans/Site Councils)
(cf. 0460 - Local Control and Accountability Plan)
(cf. 0520.2 - Title I Program Improvement Schools)
(cf. 0520.3 - Title I Program Improvement Districts)

The district's staff development program for district and school administrators may include, but is not limited to, the following topics:

1. Personnel management, including best practices on hiring, recruitment, assignment, and retention of staff

   (cf. 4111/4211/4311 - Recruitment and Selection)
   (cf. 4112.24 - Teacher Qualifications under the No Child Left Behind Act)
   (cf. 4113 - Assignment)

2. Effective fiscal management and accountability practices

   (cf. 3100 - Budget)
   (cf. 3460 - Financial Reports and Accountability)

3. Academic standards and standards-aligned curriculum and instructional materials

   (cf. 6011 - Academic Standards)
   (cf. 6141 - Curriculum Development and Evaluation)
   (cf. 6161.1 - Selection and Evaluation of Instructional Materials)

4. Leadership training to improve the academic achievement of all students, including capacity building in pedagogies of learning, instructional strategies that meet the varied learning needs of students, and student motivation

5. The use of student assessments, including analysis of disaggregated assessment results to identify needs and progress of student subgroups
Staff Development (Cont.)

(cf. 6162.5 - Student Assessment)
(cf. 6162.51 - State Academic Achievement Tests)
(cf. 6162.52 - High School Exit Examination)

6. The use of technology to improve student performance and district operations
   (cf. 0440 - District Technology Plan)

7. Creation of safe and inclusive school environments
   (cf. 0410 - Nondiscrimination in District Programs and Activities)
   (cf. 5137 - Positive School Climate)

8. Parental involvement and community collaboration
   (cf. 1240 - Volunteer Assistance)
   (cf. 6020 - Parent Involvement)

9. Employee relations

10. Effective school and district planning processes

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

   (cf. 4315 - Evaluation/Supervision)

The Superintendent or designee shall evaluate the benefit to staff and students of professional
devvelopment activities.

   (cf. 0500 - Accountability)

The Board may budget funds for actual and reasonable expenses incurred by staff who
participate in staff development activities. If the district requires staff to attend training, the
district will pay for travel, registration, meals and lodging.

   (cf. 3100 - Budget)
   (cf. 3350 - Travel Expenses)

Legal Reference:
EDUCATION CODE
44681-44689.2 Administrator training and evaluation
52060-52077 Local control and accountability plan
Management Resources:
WESTED AND ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS
PUBLICATIONS
California Professional Standards for Educational Leaders, 2001
Staff Development (Cont.)

WEB SITES
Association of California School Administrators: http://www.acsa.org
California Department of Education: http://www.cde.ca.gov
California School Leadership Academy: http://www.csla.org
Commission on Teacher Credentialing: http://www.ctc.ca.gov
WestEd: http://www.wested.org

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