

STAFF DEVELOPMENT

“Staff Development” is viewed by the Governing Board as a continuous, systematic effort to improve educational programs in this school district through staff involvement in organized program planning, implementation and evaluation efforts, and activities to upgrade the knowledge and ability of the total school staff.

Employees shall be provided opportunities for the development of increased competence beyond that which they may attain through the performance of their assigned duties.

Special emphasis shall be made to better prepare teachers and other school personnel to meet the needs of students of diverse cultural and ethnic backgrounds. Planning and implementation of such programs shall be done cooperatively by administration, teachers and parent advisory groups.

Staff development activities should respond directly to the educational needs of the students, including (a) content areas such as language arts, including reading and writing, math, social science and science; (b) methodological areas such as motivation, teaching techniques, and classroom management, and (c) affective areas of interpersonal relations of students and faculty, pupil growth and development and staff communication, problem solving and decision making.

The superintendent is encouraged to provide the staff with developmental opportunities in areas such as the following:

1. Released time and leaves of absence for travel and student study.
2. Visits to other classrooms and other schools.
3. Conferences involving other personnel from the district, county, state, region or nation.
4. Membership in committees drawing personnel from various sources.
5. Training classes and workshops offered by the district.
6. Further training in institution of higher learning, including credit courses conducted in the district or nearby, instead of the college campus, whenever possible.

STAFF DEVELOPMENT (continued)

7. A full, up-to-date professional library for the use of certificated staff including materials on management and leadership in the public schools.
8. Professional educational conferences.

The Superintendent shall make provision for staff development activities which reflect the goals of Chapter 6 of the Education Code, "Improvement of Elementary and Secondary Education."

Schools may request, as part of their school improvement plan, the provision of time during the regular school year to advise students or conduct staff development programs, provided that such time does not exceed eight days each year for each participating staff member.

Legal References: (please see next page)

STAFF DEVELOPMENT (continued)

Legal References:

EDUCATION CODE

44032	Payment of expenses; advance of funds; direction of travel by governing board
44277-44279	Requirements for maintaining valid credentials; professional growth program
44560	In-service preparation in ethnic backgrounds
44570-44578	In-service training - personnel, secondary education
44580-44591	In-service training - personnel elementary teachers instructional skills
44630-44643	Professional Development and Program Improvement Act of 1968
44670.1-44680.8	School personnel staff development and resource centers
44681-44689	Administrator training and evaluation
44700-44705	Classroom teacher instructional improvement program
52000(f)	Improvement of Elementary and secondary education (in general)
52022	Time during the school year to advise students or conduct staff development programs
52034(g)	Staff development activities reflecting the goals of Chapter 6
52800-52870	School-Based Program Coordination Act, especially
52854	Time during regular school year to advise students or conduct staff development
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
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UNITED STATES CODE, TITLE 20

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

Policy Adopted:

HS BD: 11/20/85

EL BD: 7/6/82

Policy Revised:

Joint Board: 3/25/97