

PROFESSIONAL STAFF DEVELOPMENT

Alexandria City Public Schools (ACPS) provides a program of high-quality professional development:

1. In the use and documentation of performance standards and evaluation criteria based on student academic progress and skills for teachers and administrators to clarify roles and performance expectations, and to facilitate the successful implementation of instructional programs that promote student achievement at the school and classroom levels;
2. As part of the license renewal process, to assist teachers and principals in acquiring the skills needed to work with gifted students, students with disabilities, and students who have been identified as having limited English proficiency, and to increase student achievement and expand the knowledge and skills students require to meet the standards of academic performance set by the Virginia Board of Education;
3. In educational technology for all instructional personnel, designed to facilitate integration of computer skills and related technology into the curricula;
4. For administrative personnel, designed to increase proficiency in instructional leadership and management, including training in the evaluation and documentation of teacher and administrator performance based on student academic progress and the skills and knowledge of such instructional or administrative personnel; and that is
5. Designed to educate ACPS employees about bullying as defined in Va. Code § 22.1-276.01 and the need to create a bully-free environment.

In addition, ACPS provides teachers and principals with high-quality professional development programs each year in:

1. Instructional content;
2. The preparation of tests and other assessment measures;
3. Methods of assessing the progress of individual students, including Standards of Learning assessment materials or other criterion-referenced tests that match locally-developed objectives;
4. Instruction and remediation techniques in English, mathematics, science, history and social science;
5. Interpreting test data for instructional purposes;
6. Technology applications to implement the Standards of Learning; and
7. Effective classroom management.

All instructional personnel are required to participate each year in professional development programs. Teachers, administrators, and other personnel employed on a full-time basis who support and interact with students are required to complete a mental health awareness training or similar program. In order to promote a positive school climate where all students feel safe and supported, regular education about transgender students will be included in such training. In addition, all school mental health professionals will be trained annually on topics relating to LGBTQ+ students, including their safety and support. Further, every employee holding a license

issued by the Board of Education is required to complete cultural competency training, in accordance with guidance issued by the Board of Education, at least every two years. Each employee required to complete cultural competency training must complete at least one such training no later than the beginning of the 2022-2023 school year.

ACPS reviews its professional development program annually for quality, effectiveness, participation by instructional personnel, and relevancy to the instructional needs of teachers and the social, emotional and academic achievement needs of students.

Adopted: November 17, 1998

Amended: July 6, 2000

Amended: April 20, 2006

Amended: September 20, 2007

Amended: December 3, 2015

Amended: February 20, 2020

Amended: December 17, 2020

Amended: October 7, 2021

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-23.3, 22.1-78, 22.1-253.13:5, 22.1-276.01, 22.1-291.4, 22.1-298.6 and 22.1-298.7.

Cross Refs.: GC Licensed Staff

GCN Professional Staff Annual Evaluations