

Certificated Personnel

Professional Development

The Board of Education recognizes that, in order to maximize student learning, achievement, and well-being, certificated staff members must be continuously learning and improving relevant skills. The Superintendent or designee shall develop a program of ongoing professional development which includes opportunities for teachers to enhance their instructional and classroom management skills, become informed about changes in pedagogy and subject matter, and strengthen practices related to social-emotional development and learning.

The Superintendent or designee shall involve teachers, site and District administrators, and others, as appropriate, when creating, reviewing, and amending the District's staff development program. The Superintendent or designee shall ensure that the District's staff development program is aligned with District priorities for student learning, achievement and well-being, school improvement objectives, the local control and accountability plan, and other district and school plans.

The Superintendent or designee may, in conjunction with individual teachers and interns, develop an individualized program of professional growth to increase competence, performance, and effectiveness in teaching and classroom management and, as necessary, to assist them in meeting state or federal requirements to be fully qualified for their positions.

Professional learning opportunities offered by the District shall be evaluated based on the criteria specified in Education Code 44277. Such opportunities may be part of a coherent plan that combines school activities within a school, including lesson study or co-teaching, and external learning opportunities that are related to academic subjects taught, provide time to meet and work with other teachers, and support instruction and student learning. Learning activities may include, but are not limited to, mentoring projects for new teachers, extra support for teachers to improve practice, and collaboration time for teachers to develop new instructional lessons, select or develop common formative assessments, or analyze student data. (Education Code 44277)

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

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

The Superintendent or designee shall provide a means for continual evaluation of the benefit of staff development activities to both staff and students and shall regularly report to the Board regarding the effectiveness of the staff development program. Based on the Superintendent's report, the Board may revise the program as necessary to ensure that the staff development program supports the District's priorities for student achievement and well-being.

Legal Reference:

EDUCATION CODE

- 44032 Travel expense payment
- 44259.5 Standards for teacher preparation
- 44277 Professional growth programs for individual teachers
- 44300 Emergency permits
- 44325-44328 District interns
- 44450-44468 University internship program
- 44570-44578 Inservice training, secondary education
- 44580-44591 Inservice training, elementary teachers
- 44630-44643 Professional Development and Program Improvement Act of 1968
- 44700-44705 Classroom teacher instructional improvement program
- 44830.3 Employing district interns
- 45028 Salary schedule and exceptions
- 48980 Notification of parents/guardians: schedule of minimum days
- 52060-52077 Local control and accountability plan
- 56240-56245 Staff development; service to persons with disabilities
- 99200-99206 Subject matter projects

GOVERNMENT CODE

- 3543.2 Scope of representation

CODE OF REGULATIONS, TITLE 5

- 13025-13044 Professional development and program improvement
- 80021 Short-term staff permit
- 80021.21 Provisional internship permit
- 80023-80026.6 Emergency permits

UNITED STATES CODE, TITLE 20

- 6601-6702 Preparing, Training and Recruiting High Quality Teachers and Principals