

Salinas City Elementary School District

Management & Confidential Personnel

Policy #4331

STAFF DEVELOPMENT

The Governing Board recognizes that professional development opportunities enhance employee effectiveness and contribute to personal growth. Staff development for management, supervisory and confidential personnel shall be designed to build leadership skills and overall management efficiency.

The Superintendent or designee shall develop a plan for administrator support and development activities which is based on a systematic assessment of unmet needs of District students and staff and which is tied to the District's vision and goals. The Board desires that all administrators share in planning activities which are pertinent to their specific areas of responsibility.

The District's administrator training and evaluation program shall address the objectives specified in Education Code 44683. (Education Code 44682)

Activities may include but not be limited to professional education conferences; courses in institutions of higher education; workshops offered by the District, county office of education or state; small-group activities; self-directed learning; observation of other schools; and follow-up activities that help staff implement newly acquired skills.

Within budget parameters, the Superintendent or designee may approve participation in activities which will benefit individual administrators and enhance their contributions to the District.

The Superintendent or designee shall provide a means for continual evaluation of the benefit of these activities to staff and students, including evaluation by participating administrators.