



PERSONNEL – MANAGEMENT AND SUPERVISORY EMPLOYEES

BOARD POLICY – STAFF DEVELOPMENT

BP 4331

The County Board of Education and the County Superintendent of Schools recognize 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.

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

The SBCEO's staff development program for SBCEO 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
2. Effective fiscal management and accountability practices
3. Academic standards and standards-aligned curriculum and 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
6. The use of technology to improve student performance and district operations
7. Creation of safe and inclusive school environments
8. Parental involvement and community collaboration
9. Employee relations
10. Effective school and SBCEO planning processes

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

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

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the County Superintendent of Schools or designee to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Ed. Code 44681-44689.2
Ed. Code 52060-52077

Description

Administrator training and evaluation
Local control and accountability plan

Management Resources

Website
Website
Website
Website
WestEd Publication

Description

[Association of California School Administrators](#)
[Commission on Teacher Credentialing](#)
[WestEd](#)
[California Department of Education](#)
California Professional Standards for Educational Leaders, 2001

ADOPTED BY COUNTY BOARD: September 1, 2022
REVISED: