



PERSONNEL – CERTIFICATED EMPLOYEES

BOARD POLICY – STAFF DEVELOPMENT

BP 4131

The County Board of Education and the County Superintendent of Schools believe that, in order to maximize student learning and achievement, certificated staff members must be continuously learning and improving their skills. The County Superintendent of Schools or designee shall develop a program of ongoing professional development which includes opportunities for teachers to enhance their instructional and classroom management skills and become informed about changes in pedagogy and subject matter.

The County Superintendent of Schools or designee shall involve teachers, site and SBCEO administrators, and others, as appropriate, in the development of the SBCEO's staff development program. The County Superintendent of Schools or designee shall ensure that the SBCEO's staff development program is aligned with SBCEO priorities for student achievement, school improvement objectives, the local control and accountability plan, and other SBCEO and school plans.

The SBCEO's staff development program shall assist certificated staff in developing knowledge and skills, including, but not limited to:

1. Mastery of subject-matter knowledge, including current state and SBCEO academic standards
2. Use of effective, subject-specific teaching methods, strategies, and skills
3. Use of technologies to enhance instruction
4. Sensitivity to and ability to meet the needs of diverse student populations, including, but not limited to, students of various racial and ethnic groups, students with disabilities, English learners, economically disadvantaged students, foster youth, gifted and talented students, and at-risk students
5. Understanding of how academic and career technical instruction can be integrated and implemented to increase student learning
6. Knowledge of strategies that encourage parents/guardians to participate fully and effectively in their children's education
7. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, tolerance, and discipline, including conflict resolution and hatred prevention
8. Ability to relate to students, understand their various stages of growth and development, and motivate them to learn
9. Ability to interpret and use data and assessment results to guide instruction

10. Knowledge of topics related to student health, safety, and welfare

11. Knowledge of topics related to employee health, safety, and security

The County Superintendent of Schools or designee shall, in conjunction with teachers, interns, and administrators, as appropriate, 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 SBCEO 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 SBCEO's staff evaluation process may be used to recommend additional individualized staff development for individual employees.

The County Superintendent of Schools or designee may budget funds for actual and reasonable expenses incurred by staff who participate in staff 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.

Federal

20 USC 6601-6702

Description

Preparing, Training and Recruiting High Quality Teachers and Principals

Management Resources

Commission on Teacher Credentialing
Publication
CSBA Publication

Description

California Standards for the Teaching Profession, 2009

Governing to the Core: Professional Development for Common Core, Governance Brief, May 2013

United Faculty of Contra Costa Community College District v. Contra Costa Community College District, (1990) PERB Order No. 804, 14 PERC P21, 085

Website

[CSBA](#)

Website

[Commission on Teacher Credentialing](#)

Website

[California Subject Matter Projects](#)

Website

[California Department of Education, Professional Learning](#)

State

5 CCR 13025-13044
5 CCR 80021
5 CCR 80021.1
5 CCR 80023-80026.6
Ed. Code 44032
Ed. Code 44259.5

Description

Professional development and program improvement
Short-term staff permit
Provisional internship permit
Emergency permits
Travel expense payment
Standards for teacher preparation

Ed. Code 44277	Professional growth programs for individual teachers
Ed. Code 44300	Emergency permits
Ed. Code 44325-44328	District interns
Ed. Code 44450-44468	University intern program
Ed. Code 44570-44578	Inservice training, secondary education
Ed. Code 44830.3	Employing district interns
Ed. Code 45028	Salary schedule and exceptions
Ed. Code 48980	Parent/Guardian notifications
Ed. Code 52060-52077	Local control and accountability plan
Ed. Code 56240-56245	Staff development; service to persons with disabilities
Ed. Code 99200-99206	Subject matter projects
Gov. Code 3543.2	Scope of representation

ADOPTED BY COUNTY BOARD:	September 2, 1999
REVISED:	September 1, 2022