

**Policy 4131 Staff Development**

**Status: ADOPTED**

**Original Adopted Date:** 06/1995

**Last Revised Date:** 06/26/2024

The Governing Board believes 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 district'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 district academic standards
2. Use of effective, subject-specific teaching methods, strategies, and skills
3. Use of technologies to enhance instruction and learning, including face-to-face, remote, or hybrid instruction
4. Sensitivity to and ability to meet the needs of diverse student populations, including, but not limited to, students with characteristics specified in Education Code 200 and/or 220, Government Code 11135, and/or Penal Code 422.55
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, acceptance, and civility, including conflict resolution, hatred prevention, and positive behavioral interventions and supports

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 mental and physical health, safety, and welfare, which may include social-emotional learning and trauma-informed practices
11. Knowledge of topics related to employee health, safety, and security

The Superintendent or designee may, 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 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 individualized 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.

06/95  
 06/97  
 02/98  
 08/12/98  
 10/98  
 03/10/99  
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 10/18/06  
 11/06  
 05/09/07  
 11/08  
 03/11/09  
 11/14  
 06/26/2024

### Policy Reference Disclaimers

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

#### State

5 CCR 13025-13044  
 5 CCR 80021  
 5 CCR 80021.1  
 5 CCR 80023-80026.6  
 Ed. Code 200

Ed. Code 218

Ed. Code 220  
 Ed. Code 44032  
 Ed. Code 44259.5  
 Ed. Code 44277  
 Ed. Code 44300  
 Ed. Code 44325-44328  
 Ed. Code 44450-44468  
 Ed. Code 44830.3  
 Ed. Code 45028  
 Ed. Code 48980  
 Ed. Code 51744-51749.6  
 Ed. Code 52060-52077  
 Ed. Code 56240-56245  
 Ed. Code 99200-99204  
 Gov. Code 11135  
 Gov. Code 3543.2  
 Pen. Code 422.55

#### Federal

20 USC 1681-1688  
 20 USC 6601-6692  
 29 USC 794  
 42 USC 12101-12213  
 42 USC 2000d-2000d-7

#### Management Resources

#### Description

Professional development and program improvement  
 Short-term staff permit  
 Provisional internship permit  
 Emergency permits  
[Equal rights and opportunities in state educational institutions](#)  
[Lesbian, gay, bisexual, transgender, queer, and questioning student resources](#)  
[Prohibition of discrimination](#)  
[Travel expense payment](#)  
[Standards for teacher preparation](#)  
[Professional growth programs for individual teachers](#)  
[Emergency permits](#)  
[District interns](#)  
[University internship program](#)  
[Employing district interns](#)  
[Salary schedule and exceptions](#)  
[Parent/Guardian notifications](#)  
[Independent study](#)  
[Local control and accountability plan](#)  
[Staff development; service to persons with disabilities](#)  
[Subject matter projects](#)  
[Prohibition of discrimination](#)  
[Scope of representation](#)  
[Definition of hate crime](#)

#### Description

Title IX of the Education Amendments of 1972; discrimination based on sex  
 Preparing, training, and recruiting high quality teachers and principals  
 Rehabilitation Act of 1973; Section 504  
 Americans with Disabilities Act  
 Title VI, Civil Rights Act of 1964

#### Description

California Department of Education Publication	<a href="#">Social and Emotional Learning in California: A Guide to Resources, October 2018</a>
California Department of Education Publication	California Digital Learning Integration and Standards Guidance, June 2021
Commission on Teacher Credentialing Publication	California Standards for the Teaching Profession (CSTP), October 2009
CSBA Publication	Governing to the Core: Professional Development for Common Core, Governance Brief, May 2013
Public Employment Relations Board Decision	United Faculty of Contra Costa Community College District v. Contra Costa Community College District (1990) PERB Dec. No. 804, 14 PERC P21-085
Website	<a href="#">CSBA District and County Office of Education Legal Services Collaborative for Academic, Social, and Emotional Learning</a>
Website	<a href="#">California Department of Education, Supporting LGBTQ+ Students</a>
Website	<a href="#">California Subject Matter Project</a>
Website	<a href="#">California Public Employment Relations Board</a>
Website	<a href="#">California Department of Education, Professional Learning</a>
Website	<a href="#">Commission on Teacher Credentialing</a>
Website	<a href="#">CSBA</a>

**Cross References**

<b>Code</b>	<b>Description</b>
0000	<a href="#">Vision</a>
0100	<a href="#">Philosophy</a>
0200	<a href="#">Goals For The School District</a>
0410	<a href="#">Nondiscrimination In District Programs And Activities</a>
0415	<a href="#">Equity</a>
0420	<a href="#">School Plans/Site Councils</a>
0420	<a href="#">School Plans/Site Councils</a>
0440	<a href="#">District Technology Plan</a>
0440	<a href="#">District Technology Plan</a>
0450	<a href="#">Comprehensive Safety Plan</a>
0450	<a href="#">Comprehensive Safety Plan</a>
0460	<a href="#">Local Control And Accountability Plan</a>
0460	<a href="#">Local Control And Accountability Plan</a>
0470	<a href="#">COVID-19 Mitigation Plan</a>
0500	<a href="#">Accountability</a>
1100	<a href="#">Communication With The Public</a>
1113	<a href="#">District And School Websites</a>
1113	<a href="#">District And School Websites</a>
1113-E(1)	<a href="#">District And School Websites</a>
1114	<a href="#">District-Sponsored Social Media</a>
1114	<a href="#">District-Sponsored Social Media</a>
1240	<a href="#">Volunteer Assistance</a>
1240	<a href="#">Volunteer Assistance</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(1)	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(2)	<a href="#">Uniform Complaint Procedures</a>
1313	<a href="#">Civility</a>
3100	<a href="#">Budget</a>
3100	<a href="#">Budget</a>
3230	<a href="#">Federal Grant Funds</a>

3230	<a href="#">Federal Grant Funds</a>
3260	<a href="#">Fees And Charges</a>
3260	<a href="#">Fees And Charges</a>
3350	<a href="#">Travel Expenses</a>
3511.1	<a href="#">Integrated Waste Management</a>
3511.1	<a href="#">Integrated Waste Management</a>
3514	<a href="#">Environmental Safety</a>
3514	<a href="#">Environmental Safety</a>
3514.1	<a href="#">Hazardous Substances</a>
3514.1	<a href="#">Hazardous Substances</a>
3515	<a href="#">Campus Security</a>
3515	<a href="#">Campus Security</a>
3515.2	<a href="#">Disruptions</a>
3515.2	<a href="#">Disruptions</a>
3516	<a href="#">Emergencies And Disaster Preparedness Plan</a>
3516	<a href="#">Emergencies And Disaster Preparedness Plan</a>
3516.2	<a href="#">Bomb Threats</a>
3516.3	<a href="#">Earthquake Emergency Procedure System</a>
3542	<a href="#">School Bus Drivers</a>
3550	<a href="#">Food Service/Child Nutrition Program</a>
3550	<a href="#">Food Service/Child Nutrition Program</a>
3580	<a href="#">District Records</a>
3580	<a href="#">District Records</a>
4000	<a href="#">Concepts And Roles</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4040	<a href="#">Employee Use Of Technology</a>
4040-E(1)	<a href="#">Employee Use Of Technology</a>
4100	<a href="#">Certificated Personnel</a>
4112.2	<a href="#">Certification</a>
4112.2	<a href="#">Certification</a>
4112.21	<a href="#">Interns</a>
4112.21	<a href="#">Interns</a>
4112.22	<a href="#">Staff Teaching English Learners</a>
4112.23	<a href="#">Special Education Staff</a>
4113	<a href="#">Assignment</a>
4113	<a href="#">Assignment</a>
4113.5	<a href="#">Working Remotely</a>
4115	<a href="#">Evaluation/Supervision</a>
4115	<a href="#">Evaluation/Supervision</a>
4116	<a href="#">Probationary/Permanent Status</a>
4116	<a href="#">Probationary/Permanent Status</a>
4119.11	<a href="#">Sexual Harassment</a>
4119.11	<a href="#">Sexual Harassment</a>
4119.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4119.21	<a href="#">Professional Standards</a>
4119.21-E(1)	<a href="#">Professional Standards</a>
4119.41	<a href="#">Employees With Infectious Disease</a>
4119.42	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4119.42	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4119.42-E(1)	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4119.43	<a href="#">Universal Precautions</a>

4119.43	<a href="#">Universal Precautions</a>
4131.1	<a href="#">Teacher Support And Guidance</a>
4131.1	<a href="#">Teacher Support And Guidance</a>
4157	<a href="#">Employee Safety</a>
4157	<a href="#">Employee Safety</a>
4158	<a href="#">Employee Security</a>
4158	<a href="#">Employee Security</a>
4161	<a href="#">Leaves</a>
4161	<a href="#">Leaves</a>
4161.3	<a href="#">Professional Leaves</a>
4213.5	<a href="#">Working Remotely</a>
4219.11	<a href="#">Sexual Harassment</a>
4219.11	<a href="#">Sexual Harassment</a>
4219.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
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4219.21-E(1)	<a href="#">Professional Standards</a>
4219.41	<a href="#">Employees With Infectious Disease</a>
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4219.42	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4219.42-E(1)	<a href="#">Exposure Control Plan For Bloodborne Pathogens</a>
4219.43	<a href="#">Universal Precautions</a>
4219.43	<a href="#">Universal Precautions</a>
4222	<a href="#">Teacher Aides/Paraprofessionals</a>
4222	<a href="#">Teacher Aides/Paraprofessionals</a>
4257	<a href="#">Employee Safety</a>
4257	<a href="#">Employee Safety</a>
4258	<a href="#">Employee Security</a>
4258	<a href="#">Employee Security</a>
4261	<a href="#">Leaves</a>
4261	<a href="#">Leaves</a>
4313.5	<a href="#">Working Remotely</a>
4319.11	<a href="#">Sexual Harassment</a>
4319.11	<a href="#">Sexual Harassment</a>
4319.12	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
4319.12-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
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4319.43	<a href="#">Universal Precautions</a>
4319.43	<a href="#">Universal Precautions</a>
4357	<a href="#">Employee Safety</a>
4357	<a href="#">Employee Safety</a>
4358	<a href="#">Employee Security</a>
4358	<a href="#">Employee Security</a>
4361	<a href="#">Leaves</a>
4361	<a href="#">Leaves</a>
5020	<a href="#">Parent Rights And Responsibilities</a>
5020	<a href="#">Parent Rights And Responsibilities</a>
5030	<a href="#">Student Wellness</a>

5113.1	<a href="#">Chronic Absence And Truancy</a>
5113.1	<a href="#">Chronic Absence And Truancy</a>
5121	<a href="#">Grades/Evaluation Of Student Achievement</a>
5121	<a href="#">Grades/Evaluation Of Student Achievement</a>
5131	<a href="#">Conduct</a>
5131.2	<a href="#">Bullying</a>
5131.2	<a href="#">Bullying</a>
5131.6	<a href="#">Alcohol And Other Drugs</a>
5131.6	<a href="#">Alcohol And Other Drugs</a>
5131.63	<a href="#">Steroids</a>
5131.63	<a href="#">Steroids</a>
5137	<a href="#">Positive School Climate</a>
5138	<a href="#">Conflict Resolution/Peer Mediation</a>
5141.21	<a href="#">Administering Medication And Monitoring Health Conditions</a>
5141.21	<a href="#">Administering Medication And Monitoring Health Conditions</a>
5141.22	<a href="#">Infectious Diseases</a>
5141.22	<a href="#">Infectious Diseases</a>
5141.4	<a href="#">Child Abuse Prevention And Reporting</a>
5141.4	<a href="#">Child Abuse Prevention And Reporting</a>
5141.5	<a href="#">Mental Health</a>
5141.52	<a href="#">Suicide Prevention</a>
5141.52	<a href="#">Suicide Prevention</a>
5144	<a href="#">Discipline</a>
5144	<a href="#">Discipline</a>
5145.12	<a href="#">Search And Seizure</a>
5145.12	<a href="#">Search And Seizure</a>
5145.3	<a href="#">Nondiscrimination/Harassment</a>
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5145.7	<a href="#">Sexual Harassment</a>
5145.7	<a href="#">Sexual Harassment</a>
5145.71	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
5145.71-E(1)	<a href="#">Title IX Sexual Harassment Complaint Procedures</a>
5145.9	<a href="#">Hate-Motivated Behavior</a>
5146	<a href="#">Married/Pregnant/Parenting Students</a>
5147	<a href="#">Dropout Prevention</a>
5148	<a href="#">Child Care And Development</a>
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5148.3	<a href="#">Preschool/Early Childhood Education</a>
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6011	<a href="#">Academic Standards</a>
6020	<a href="#">Parent Involvement</a>
6020	<a href="#">Parent Involvement</a>
6111	<a href="#">School Calendar</a>
6116	<a href="#">Classroom Interruptions</a>
6120	<a href="#">Response To Instruction And Intervention</a>
6141	<a href="#">Curriculum Development And Evaluation</a>
6141	<a href="#">Curriculum Development And Evaluation</a>
6141.4	<a href="#">International Baccalaureate Program</a>
6141.5	<a href="#">Advanced Placement</a>
6142.1	<a href="#">Sexual Health And HIV/AIDS Prevention Instruction</a>

6142.1	<a href="#">Sexual Health And HIV/AIDS Prevention Instruction</a>
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6142.6	<a href="#">Visual And Performing Arts Education</a>
6142.7	<a href="#">Physical Education And Activity</a>
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6142.8	<a href="#">Comprehensive Health Education</a>
6142.8	<a href="#">Comprehensive Health Education</a>
6142.91	<a href="#">Reading/Language Arts Instruction</a>
6142.92	<a href="#">Mathematics Instruction</a>
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6162.5	<a href="#">Student Assessment</a>
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6162.6	<a href="#">Use Of Copyrighted Materials</a>
6163.1	<a href="#">Library Media Centers</a>
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6164.2	<a href="#">Guidance/Counseling Services</a>
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6172	<a href="#">Gifted And Talented Student Program</a>
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6173.1	<a href="#">Education For Foster Youth</a>
6173.2	<a href="#">Education Of Children Of Military Families</a>
6173.2	<a href="#">Education Of Children Of Military Families</a>
6173.4	<a href="#">Education For American Indian Students</a>
6174	<a href="#">Education For English Learners</a>
6174	<a href="#">Education For English Learners</a>
6175	<a href="#">Migrant Education Program</a>
6175	<a href="#">Migrant Education Program</a>
6178	<a href="#">Career Technical Education</a>
6178	<a href="#">Career Technical Education</a>
6184	<a href="#">Continuation Education</a>
6184	<a href="#">Continuation Education</a>
6200	<a href="#">Adult Education</a>
6200	<a href="#">Adult Education</a>