

STAFF DEVELOPMENT

The Board of Trustees believes that, in order to maximize student learning, teachers must be continuously learning, improving their skills and updating their instructional methods. To provide certificated staff with opportunities to enhance their skills, the Superintendent or designee shall develop a program of ongoing professional development which may include but not be limited to:

1. Mastery of discipline-based knowledge, including the state-adopted standards, and effective subject-specific pedagogical skills

(cf. 6011 - Academic Standards)
(cf. 6142.1 - Family Life/Sex Education)
(cf. 6142.2 - AIDS Prevention Instruction)
(cf. 6142.5 - Environmental Education)
(cf. 6142.6 - Visual and Performing Arts Education)
(cf. 6142.7 - Physical Education)
(cf. 6142.8 - Comprehensive Health Education)
(cf. 6142.91 - Reading/Language Arts Instruction)
(cf. 6142.92 - Mathematics Instruction)
(cf. 6142.93 - Science Instruction)

2. Training in the use of technologies that enhance instruction

(cf. 0440 - District Technology Plan)
(cf. 6162.7 - Use of Technology in Instruction)

3. Sensitivity to the needs of diverse student populations, including minorities, students with disabilities, English language learners and economically disadvantaged students; ability to meet those needs

(cf. 4112.22 - Staff Teaching Students of Limited English Proficiency)
(cf. 4112.23 - Special Education Staff)

4. Understanding of how academic and vocational instruction can be integrated and implemented to increase student learning; skill in evaluating and combining available instructional resources; opportunities to collaborate with other staff members in the alignment of academic and vocational curricula

(cf. 6030 - Integrated Academic and Vocational Instruction)

5. Knowledge of strategies that enable parents/guardians to participate fully and effectively in their children's education

(cf. 6020 - Parent Involvement)

STAFF DEVELOPMENT (continued)

6. Effective classroom management skills; ability to relate to students, understand their various stages of growth and development, and motivate them to learn
7. Training related to student health, safety and welfare

(cf. 5131.6 - Alcohol and Other Drugs)
(cf. 5141.4 - Child Abuse Reporting Procedures)
(cf. 5145.3 - Nondiscrimination/Harassment)
(cf. 5145.7 - Sexual Harassment)
(cf. 5149 - At-Risk Students)

To the extent possible, the District's staff development program shall provide maximum opportunities for staff participation while minimizing the impact on the number of instructional days offered to students.

The Superintendent or designee shall develop a District staff development plan that is coordinated with school improvement objectives and school plans established by individuals who are closest to the classroom and most knowledgeable about the needs of the school and its students.

(cf. 0420.1 - School-Based Coordinated Program)
(cf. 0420.2 - School Improvement Program)
(cf. 0420.3 - School-Based Student Motivation and Maintenance Program)
(cf. 4131.6 - Professional Development Program)

The Superintendent or designee shall ensure that the District meets its obligations related to the professional growth of individual probationary and permanent teachers.

(cf. 4112.21 - District Interns)
(cf. 4116 - Probationary/Permanent Status)
(cf. 4131.5 - Professional Growth)
(cf. 4138 - Mentor Teachers)

Because the Board believes that intensive professional development is especially critical during the beginning years of a teacher's career, the Superintendent or designee shall develop a voluntary program of individualized support and assistance for first-year and second-year teachers.

(cf. 4112.2 - Certification)

STAFF DEVELOPMENT (continued)

The Board may budget funds for actual and reasonable expenses incurred by certificated staff who participate in staff development activities. The Superintendent or designee shall provide a means for continual evaluation of the benefit of these activities to staff and students.

Legal Reference:

EDUCATION CODE

- 44032 Travel expense payment
- 44277-44279 Requirements for maintaining valid credentials; professional growth program
- 44279.1-44279.7 Beginning Teacher Support and Assessment Program (BTSA)
- 44560 Inservice preparation in ethnic backgrounds
- 44570-44578 Inservice training - personnel, secondary education
- 44579 Staff Development Buy-out Program
- 44580-44591 Inservice training - personnel, elementary teachers
- 44630-44643 Professional Development and Program Improvement Act of 1968
- 44670.1-44680.8 School personnel staff development and resource centers
- 44681-44689 Administrator training and evaluation
- 44700-44705 Classroom teacher instructional improvement program
- 44755-44759.7 Inservice training in reading instruction, grades K-3 and 4-8
- 51226.3 Legislative intent for staff development on the Great Irish Famine
- 52022 Average daily attendance reimbursement
- 52800-52870 School-Based Program Coordination Act, especially:
- 52854 Time during regular school year to advise students or conduct staff development programs
- 54720-54734 School-Based Pupil Motivation and Maintenance Program
- 56240-56245 Staff development; service to persons with disabilities

GOVERNMENT CODE

- 3543.2 Scope of representation of employee organization

UNITED STATES CODE, TITLE 20

- 6101-6251 School-to-Work Opportunities Act of 1994
- 6601-6702 Dwight D. Eisenhower Professional Development Program

Management Resources:

CTC PUBLICATIONS

- California Standards for the Teaching Profession: A Description of Professional Practice for California Teachers, 1997

Policy

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**FORTUNA UNION HIGH SCHOOL DISTRICT
Fortuna, California**