

Policy 4131: Staff Development

Status: ADOPTED

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The Governing Board believes that in order to maximize student learning, achievement, and well-being, certificated and classified staff members must be continuously learning and improving relevant skills. The Superintendent or designee shall develop a program of ongoing professional learning that includes opportunities for teachers, administrators, and classified staff to enhance their instructional skills, build their capacity to maintain an effective environment for learning, support a positive school culture, become informed about changes in pedagogy, leadership, and subject matter, and strengthen practices related to social-emotional development and learning.

The Superintendent or designee shall involve teachers, site and District administrators, classified staff, and others, as appropriate, when creating, reviewing, and amending the District's professional development program. The Superintendent or designee shall ensure that the District's professional development opportunities are 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 professional development program shall assist certificated and classified 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 the 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 422.555
5. Understanding of how academic and career technical education and instruction can be integrated and implemented to increase student learning
6. Knowledge of strategies that encourage families to participate fully and effectively in their student's education
7. Strategies for maintaining an effective environment for learning, and for establishing a positive climate that promotes respect, fairness, acceptance, civility, conflict resolution, bullying prevention, social media issues, and positive behavioral interventions and supports
8. Ability to relate to students, understand their various stages of growth and development, and engage and motivate them in learning

9. Ability to interpret and use data and assessment results to guide, differentiate, and modify instruction
10. Knowledge of topics related to student mental and physical health, safety, and well-being including, but not limited to, social-emotional learning and trauma-informed practices
11. Knowledge of topics related to employee health, safety, security, and well-being
12. Professional collaboration practices designed to improve instruction, increase student achievement, and improve the effectiveness of all actions and services provided to students and staff

The Superintendent or designee shall, in conjunction with teachers, classified staff, interns, and administrators, as appropriate, develop an individualized program of professional growth to increase competence, performance, and effectiveness in teaching and maintaining a positive and effective learning environment, and, as necessary, to assist them in meeting the professional standards to be fully qualified for their positions.

Professional learning opportunities may include, but are not limited to, mentoring for new teachers and administrators, extra support for teachers, administrators, and classified staff to improve practice, and collaboration time for teachers to analyze student data, revise instruction, and/or develop common assessments. (Education Code 44277)

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

The Superintendent or designee shall provide a means for continual evaluation of the benefit of professional learning opportunities ensuring that these activities support the District's priorities for student achievement and well-being.