

CLASSIFIED PERSONNEL

Staff Development

The Governing Board recognizes that classified staff does essential work that supports a healthy school environment and the educational program. Classified staff shall have opportunities to participate in staff development activities in order to improve job skills, learn best practices, retrain as appropriate in order to meet changing conditions in the district, and/or enhance personal growth.—

- (cf. 3100 - Budget)
- (cf. 3350 - Travel Expenses)
- (cf. 4200 - Classified Personnel)
- (cf. 4261.3 - Professional Leaves)

~~The Superintendent or designee shall develop a program of ongoing staff development designed to improve~~The Superintendent or designee shall involve classified staff, site and district administrators, and others, as appropriate, in the development of the district's staff development program. He/she shall ensure that the district's staff development program is aligned with district goals, school improvement objectives, the local control and accountability plan, and other district and school plans.

- (cf. 0000 - Vision)
- (cf. 0200 - Goals for the School District)
- (cf. 0420 - School Plans/Site Councils)
- (cf. 0460 - Local Control and Accountability Plan)
- (cf. 0520.2 - Title I Program Improvement Schools)
- (cf. 0520.3 - Title I Program Improvement Districts)

Staff development may address general workplace skills and/or skills and knowledge specific to the duties of each classified position. ~~Staff development activities may include, including, but not be~~ limited to, ~~training in the~~ following topics: (Education Code 45391)

~~1. The role of classified staff in achieving district goals~~

- ~~(cf. 0000 - Vision)~~
- ~~(cf. 0200 - Goals for the School District)~~

1. Student learning~~(cf. 6010 - Goals and Objectives)~~achievement

~~a. 2. The use of technologies~~How paraprofessionals can assist teachers and administrators to improve job performance

- ~~(cf. 0440 - District Technology Plan)~~

~~a. 3. Effective interaction with other staff, the academic achievement of students, parents/guardians and community members~~

- ~~(cf. 6020 - Parent Involvement)~~

b. 4. Issues related to Alignment of curriculum and instructional materials with Common Core State Standards

c. The management and use of state and local student health data to improve student learning

d. Best practices in appropriate interventions and assistance to at-risk students

*(cf. 4222 - Teacher Aides/Paraprofessionals)*

*(cf. 5121 - Grades/Evaluation of Student Achievement)*

*(cf. 5123 - Promotion/Acceleration/Retention)*

*(cf. 6011 - Academic Standards)*

*(cf. 6141 - Curriculum Development and Evaluation)*

*(cf. 6143 - Courses of Study)*

*(cf. 6161.1 - Selection and Evaluation of Instructional Materials)*

*(cf. 6162.5 - Student Assessment)*

*(cf. 6162.51 - State Academic Achievement Tests)*

2. Student and campus safety and welfare

*(cf. 0450 - Comprehensive Safety Plan)*

*(cf. 3515.3 - District Police/Security Department)*

*(cf. 3515.5 - Sex Offender Notification)*

*(cf. ~~5131.6 - Alcohol and Other Drugs~~ 4119.11/4219.11/4319.11 - Sexual Harassment)*

*(cf. ~~5141.4 - Child Abuse Reporting Procedures~~ 4157/4257/4357 - Employee Safety)*

*(cf. 4158/4258/4358 - Employee Security)*

*(cf. 5131 - Conduct)*

*(cf. 5131.2 - Bullying)*

*(cf. 5137 - Positive School Climate)*

*(cf. 5138 - Conflict Resolution/Peer Mediation)*

*(cf. 5145.9 - Hate-Motivated Behavior)*

*(cf. 5145.3 - Nondiscrimination/Harassment)*

*(cf. 5145.7 - Sexual Harassment)*

3. Education technology, including management strategies and best practices regarding the use of education technology to improve student performance

*(cf. 0440 - District Technology Plan)*

*(~~cf. 5149 - At Risk Students~~)*

~~The district's staff development plan for classified staff shall be coordinated with school improvement objectives and school site plans.~~

*(cf. ~~0420.1 - School Based Program Coordination~~ 4040 - Employee Use of Technology)*

*(cf. ~~0420.2 - School Improvement Program~~)*

6163.4 - ~~(cf. 0420.3 - School Based Student Motivation and Maintenance Program)~~ Use of Technology)

4. School facility maintenance and operations, including best practices in the operation and maintenance of school facilities, such as green technology and energy efficiency, that help reduce the use and cost of energy at school sites

*(cf. 3510 - Green School Operations)*

*(cf. 3511- Energy and Water Management)*

5. Special education, including best practices to meet the needs of special education students and to comply with any new state and federal mandates

*(cf. 6159 - Individualized Education Program)*

*(cf. 6159.1 - Procedural Safeguards and Complaints for Special Education)*

*(cf. 6164.4 - Identification and Evaluation of Individuals for Special Education)*

*(cf. 6164.6 - Identification and Education Under Section 504)*

6. School transportation and bus safety

*(cf. 3540 - Transportation)*

*(cf. 3541- Transportation for School-Related Trips)*

*(cf. 3541.2 - Transportation for Students with Disabilities)*

*(cf. 3542 - Bus Drivers)*

*(cf. 3543 - Transportation Safety and Emergencies)*

7. Parent involvement, including ways to increase parent involvement at school sites

*(cf. 1240 - Volunteer Assistance)*

*(cf. 6020 - Parent Involvement)*

8. ~~The Governing Board~~ Food service, including food preparation to provide nutritional meals, food safety, and food management

*(cf. 3550 - Food Service/Child Nutrition Program)*

*(cf. 3551 - Food Service Operations/Cafeteria Fund)*

*(cf. 3555 - Nutrition Program Compliance)*

*(cf. 5030 - Student Wellness)*

9. Health, counseling, and nursing services

*(cf. 5141 - Health Care and Emergencies)*

*(cf. 5141.21 - Administering Medication and Monitoring Health Conditions)*

*(cf. 5141.22 - Infectious Diseases)*

*(cf. 5141.23 - Asthma Management)*

*(cf. 5141.24 - Specialized Health Care Services)*

*(cf. 5141.26 - Tuberculosis Testing)*

*(cf. 5141.27 - Food Allergies/Special Dietary Needs)*

*(cf. 5141.3 - Health Examinations)*

*(cf. 5141.52 - Suicide Prevention)*

*(cf. 5141.6 - School Health Services)*

*(cf. 6164.2 - Guidance/Counseling Services)*

10. Environmental safety, including pesticides and other possibly toxic substances so that they may budget for actual and reasonable expenses incurred by be safely used at school sites

*(cf. 3514 - Environmental Safety)*

*(cf. 3514.1 - Hazardous Substances)*

*(cf. 3514.2 - Integrated Pest Management)*

*(cf. 6161.3 - Toxic Art Supplies)*

For classroom instructional aides or other classified staff who participate involved in direct instruction of students, staff development activities.— may also include academic content of the core curriculum, teaching strategies, classroom management, or other training designed to improve student performance, conflict resolution, and relationships among students. Such professional learning opportunities shall be evaluated based on criteria specified in Education Code 44277 and BP 4131 - Staff Development.

~~*(cf. 3350 - Travel Expenses)*~~

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

*(cf. 4215 - Evaluation/Supervision)*

The Superintendent or designee shall provide a means for continual evaluation of the benefit of the staff development activities to staff and the district students and shall regularly report to the Board regarding the effectiveness of the staff development program.

*(cf. 0500 - Accountability)*

*Legal Reference:*

*EDUCATION CODE*

*44277 Professional growth programs for individual teachers*

*44032 -Travel expense payment*

*44579-44579.4 -Instructional Time and Staff Development Reform Program*

*44670.1-44680.8 -School personnel staff development and resource centers*

*45380-45387 -Retraining and study leave (classified employees)*

*45390-45392 Professional development for classified school employees*

*52060-52077 Local control and accountability plan*

*56240-56245- Staff development; service to persons with disabilities*

*GOVERNMENT CODE*

*3543.2 Scope of representation of employee organization*

*CODE OF REGULATIONS, TITLE 5*

*6000-6002 Instructional Time and Staff Development Reform Program*

*PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS*

*San Mateo City School-United Faculty of Contra Costa Community College District, (1984 v. Contra Costa Community College District, (1990) PERB Dec. Order No. 375, 8804, 14 PERC 15021P21, 085*

*Jefferson School Districts, (1980) PERB Dec. No. 133, 4 PERC 11117*

*Management Resources:*

*WEB SITES*

*California Association of School Business Officials: <http://www.casbo.org>*

*California School Employees Association: <http://www.csea.com>*

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