

PERSONNELStaff Development

The Governing Board recognizes that professional development ~~opportunities enhance~~enhances employee effectiveness and ~~contribute~~contributes to personal growth. Staff development for management, administrative and supervisory and confidential personnel shall be designed to guide instructional/institutional improvement, build leadership skills, and enhance overall management efficiency.-

(cf. 4119.21/4219.21/4319.21 - Professional Standards)

The Superintendent or designee shall develop a plan for administrator support and development activities that is based on a systematic assessment of the needs of district students and staff and is aligned to the district's vision, goals, local control and goals. ~~The Board desires that all administrators participate in planning activities that are pertinent to their specific areas of responsibility~~accountability plan, and other comprehensive plans.

(cf. 0000 - Vision)-

(cf. 0200 - Goals for the School District)-

(cf. ~~6010 - Goals~~0420 - School Plans/Site Councils)

(cf. 0460 - Local Control and Objectives) Accountability Plan)

Within budget parameters*(cf. 0520.2 - Title I Program Improvement Schools)*

(cf. 0520.3 - Title I Program Improvement Districts)

The district's staff development program for district and school administrators may include, but is not limited to, the Superintendent or designee may approve participation following topics:

1. Personnel management, including best practices on hiring, recruitment, assignment, and retention of staff

(cf. 4111/4211/4311 - Recruitment and Selection)

(cf. 4113 - Assignment)

2. Effective fiscal management and accountability practices

(cf. 3100 - Budget)

(cf. 3460 - Financial Reports and Accountability)

3. Academic standards and standards-aligned curriculum and instructional materials

(cf. 6011 - Academic Standards)

(cf. 6141 - Curriculum Development and Evaluation)

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

4. Leadership training to improve the academic achievement of all students, including capacity building in activities/pedagogies of learning, instructional strategies that ~~will~~ benefit meet the varied learning needs of students, and student motivation

5. The use of student assessments, including analysis of disaggregated assessment results to identify needs and progress of student subgroups

(cf. 6162.5 - Student Assessment)

(cf. 6162.51 - State Academic Achievement Tests)

(cf. 6162.52 - High School Exit Examination)

6. The use of technology to improve student performance and district operations

(cf. 0440 - District Technology Plan)

7. Creation of safe and inclusive school environments

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 5137 - Positive School Climate)

8. Parental involvement and community collaboration

(cf. 1240 - Volunteer Assistance)

(cf. 6020 - Parent Involvement)

9. Employee relations

10. Effective school and district planning processes

The district's staff evaluation process may be used to recommend additional staff development for individual administrators and enhance their contributions to the district employees.

(cf. ~~3350 - Travel Expenses~~ 4315 - Evaluation/Supervision)

The Superintendent or designee shall evaluate the benefit to staff and students of professional development activities.

(cf. 0500 - Accountability)

Legal Reference:

EDUCATION CODE

~~44510-44517 - Principal training program~~

44681-44689.2 Administrator training and evaluation

~~60119 - Instruction Materials funds~~

52060-52077 - Local control and accountability plan

Management Resources:

~~CDE~~WESTED AND ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS PUBLICATIONS

California Professional Standards for Educational Leaders, 2001

WEB SITES

CTC: <http://www.etc.ca.gov>

CDE: <http://www.cde.ca.gov>

Association of California School Administrators: <http://www.acsa.org>

California Department of Education: <http://www.cde.ca.gov>

California School Leadership Academy: <http://www.csla.org>
Commission on Teacher Credentialing: <http://www.ctc.ca.gov>
WestEd: <http://www.wested.org>

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