

## Policy 4131: Staff Development

Status: ADOPTED

Original Adopted Date: 09/22/2009 | Last Revised Date: 05/09/2017 | Last Reviewed Date: 05/09/2017

### [Policy 4131: Staff Development](#)

[Status: ADOPTED](#)

[Original Adopted Date: 11/01/2008 | Last Revised Date: 09/23/2021 | Last Reviewed Date: 07/01/2015](#)

The Governing Board believes that, in order to maximize student learning ~~and~~, achievement, [and well-being](#), certificated staff members must be continuously learning and improving ~~their~~[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 ~~and~~, 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, ~~in the development of~~[when creating, reviewing, and amending](#) the district's staff development program. ~~He/she~~[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  
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2. Use of effective, subject-specific teaching methods, strategies, and skills  
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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 ~~of various racial and ethnic groups, students with disabilities, English learners, economically disadvantaged students, foster youth, gifted and talented students, and at-risk 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  
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6. Knowledge of strategies that encourage parents/guardians to participate fully and effectively in their children's education  
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7. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, ~~tolerance~~[acceptance](#), and ~~discipline~~[civility](#), including conflict resolution ~~and~~, 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  
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9. Ability to interpret and use data and assessment results to guide instruction  
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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 shall, 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.

#### Policy Reference Disclaimer:

~~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 44032~~

~~Ed. Code 44259.5~~

~~Ed. Code 44277~~

~~Ed. Code 44300~~

~~Ed. Code 44325-44328~~

~~Ed. Code 44450-44468~~

~~Ed. Code 44570-44578~~

~~Ed. Code 44830.3~~

~~Ed. Code 45028~~

~~Ed. Code 48980~~

~~Ed. Code 52060-52077~~

~~Ed. Code 56240-56245~~

~~Ed. Code 99200-99206~~

~~Gov. Code 3543.2~~

#### Federal

~~20 USC 6601-6702~~

#### Management Resources

~~Commission on Teacher Credentialing Publication~~

~~CSBA Publication~~

~~Public Employment Relations Board~~

#### Description

~~Professional development and program improvement~~

~~Short-term staff permit~~

~~Provisional internship permit~~

~~Emergency permits~~

~~Travel expense payment~~

~~Standards for teacher preparation~~

~~Professional growth programs for individual teachers~~

~~Emergency permits~~

~~District interns~~

~~University intern program~~

~~Inservice training, secondary education~~

~~Employing district interns~~

~~Salary schedule and exceptions~~

~~Parental notifications~~

~~Local control and accountability plan~~

~~Staff development; service to persons with disabilities~~

~~Subject matter projects~~

~~Scope of representation~~

#### Description

~~Preparing, Training and Recruiting High Quality Teachers and Principals~~

#### Description

~~California Standards for the Teaching Profession, 2009~~

~~Governing to the Core: Professional Development for Common Core, Governance Brief, May 2013~~

~~United Faculty of Contra Costa Community College District v.~~

Decision	<a href="#">Contra Costa Community College District, (1990) PERB Order No. 804, 14 PERC P21, 085</a>
Website	<a href="#">California Department of Education, Professional Learning</a>
Website	<a href="#">California Subject Matter Projects</a>
Website	<a href="#">Commission on Teacher Credentialing</a>
Website	<a href="#">CSBA</a>

## Cross-References

Code	Description
0100	<a href="#">Philosophy</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>
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 Web Sites</a>
1113	<a href="#">District And School Web Sites</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>
3100	<a href="#">Budget</a>
3100	<a href="#">Budget</a>
3230	<a href="#">Federal Grant Funds</a>
3260	<a href="#">Fees And Charges</a>
3260	<a href="#">Fees And Charges</a>
3260-E(1)	<a href="#">Fees And Charges</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="#"><u>District Records</u></a>
3580	<a href="#"><u>District Records</u></a>
4000	<a href="#"><u>Concepts And Roles</u></a>
4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4030	<a href="#"><u>Nondiscrimination In Employment</u></a>
4040	<a href="#"><u>Employee Use Of Technology</u></a>
4040	<a href="#"><u>Employee Use Of Technology</u></a>
4040-E(1)	<a href="#"><u>Employee Use Of Technology – Employee Responsible Use Of Technology</u></a>
4100	<a href="#"><u>Certificated Personnel</u></a>
4112.2	<a href="#"><u>Certification</u></a>
4112.2	<a href="#"><u>Certification</u></a>
4112.21	<a href="#"><u>Interns</u></a>
4112.21	<a href="#"><u>Interns</u></a>
4112.23	<a href="#"><u>Special Education Staff</u></a>
4112.23	<a href="#"><u>Special Education Staff</u></a>
4113	<a href="#"><u>Assignment</u></a>
4113	<a href="#"><u>Assignment</u></a>
4115	<a href="#"><u>Evaluation/Supervision</u></a>
4115	<a href="#"><u>Evaluation/Supervision</u></a>
4116	<a href="#"><u>Probationary/Permanent Status</u></a>
4116	<a href="#"><u>Probationary/Permanent Status</u></a>
4119.11	<a href="#"><u>Sexual Harassment</u></a>
4119.11	<a href="#"><u>Sexual Harassment</u></a>
4119.21	<a href="#"><u>Professional Standards</u></a>
4119.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4119.41	<a href="#"><u>Employees With Infectious Disease</u></a>
4119.42	<a href="#"><u>Exposure Control Plan For Bloodborne Pathogens</u></a>
4119.42	<a href="#"><u>Exposure Control Plan For Bloodborne Pathogens</u></a>
4119.42-E(1)	<a href="#"><u>Exposure Control Plan For Bloodborne Pathogens</u></a>
4119.43	<a href="#"><u>Universal Precautions</u></a>
4119.43	<a href="#"><u>Universal Precautions</u></a>
4131.1	<a href="#"><u>Teacher Support And Guidance</u></a>
4157	<a href="#"><u>Employee Safety</u></a>
4157	<a href="#"><u>Employee Safety</u></a>
4158	<a href="#"><u>Employee Security</u></a>
4158	<a href="#"><u>Employee Security</u></a>
4161	<a href="#"><u>Leaves</u></a>
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4219.11	<a href="#"><u>Sexual Harassment</u></a>
4219.11	<a href="#"><u>Sexual Harassment</u></a>
4219.21	<a href="#"><u>Professional Standards</u></a>
4219.21-E(1)	<a href="#"><u>Professional Standards – Code Of Ethics</u></a>
4219.41	<a href="#"><u>Employees With Infectious Disease</u></a>
4219.42	<a href="#"><u>Exposure Control Plan for Bloodborne Pathogens</u></a>
4219.42	<a href="#"><u>Exposure Control Plan for Bloodborne Pathogens</u></a>
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4219.43	<a href="#"><u>Universal Precautions</u></a>
4222	<a href="#"><u>Teacher Aides/Paraprofessionals</u></a>
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4222-E(1)	<a href="#"><u>Teacher Aides/Paraprofessionals</u></a>
4257	<a href="#"><u>Employee Safety</u></a>
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4319.21-E(1)	<a href="#"><u>Professional Standards</u></a>
4319.41	<a href="#"><u>Employees With Infectious Disease</u></a>
4319.42	<a href="#"><u>Exposure Control Plan for Bloodborne Pathogens</u></a>
4319.42	<a href="#"><u>Exposure Control Plan for Bloodborne Pathogens</u></a>
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5020	<a href="#"><u>Parent Rights And Responsibilities</u></a>
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5030	<a href="#"><u>Student Wellness</u></a>
5121	<a href="#"><u>Grades/Evaluation Of Student Achievement</u></a>
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5131	<a href="#"><u>Conduct</u></a>
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5131.2	<a href="#"><u>Bullying</u></a>
5131.6	<a href="#"><u>Alcohol And Other Drugs</u></a>
5131.6	<a href="#"><u>Alcohol And Other Drugs</u></a>
5131.63-E(1)	<a href="#"><u>Steroids</u></a>
5137	<a href="#"><u>Positive School Climate</u></a>
5138	<a href="#"><u>Conflict Resolution/Peer Mediation</u></a>
5141.21	<a href="#"><u>Administering Medication And Monitoring Health Conditions</u></a>
5141.21	<a href="#"><u>Administering Medication And Monitoring Health Conditions</u></a>
5141.21-E(1)	<a href="#"><u>Administering Medication And Monitoring Health Conditions</u></a>
	<a href="#"><u>- Physician's Recommendations For Medication</u></a>
5141.4	<a href="#"><u>Child Abuse Prevention And Reporting</u></a>
5141.4	<a href="#"><u>Child Abuse Prevention And Reporting</u></a>
5141.52	<a href="#"><u>Suicide Prevention</u></a>
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5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.3	<a href="#"><u>Nondiscrimination/Harassment</u></a>
5145.9	<a href="#"><u>Hate-Motivated Behavior</u></a>
5147	<a href="#"><u>Dropout Prevention</u></a>
6000	<a href="#"><u>Concepts And Roles</u></a>
6011	<a href="#"><u>Academic Standards</u></a>

6020	<a href="#"><u>Parent Involvement</u></a>
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6111	<a href="#"><u>School Calendar</u></a>
6116	<a href="#"><u>Classroom Interruptions</u></a>
6141	<a href="#"><u>Curriculum Development And Evaluation</u></a>
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6141.5	<a href="#"><u>Advanced Placement</u></a>
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6142.1	<a href="#"><u>Sexual Health And HIV/AIDS Prevention Instruction</u></a>
6142.1	<a href="#"><u>Sexual Health And HIV/AIDS Prevention Instruction</u></a>
6142.5	<a href="#"><u>Environmental Education</u></a>
6142.6	<a href="#"><u>Visual And Performing Arts Education</u></a>
6142.7	<a href="#"><u>Physical Education And Activity</u></a>
6142.7	<a href="#"><u>Physical Education And Activity</u></a>
6142.8	<a href="#"><u>Comprehensive Health Education</u></a>
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6142.91	<a href="#"><u>Reading/Language Arts Instruction</u></a>
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6142.92	<a href="#"><u>Mathematics Instruction</u></a>
6142.93	<a href="#"><u>Science Instruction</u></a>
6142.94	<a href="#"><u>History-Social Science Instruction</u></a>
6152.1	<a href="#"><u>Placement In Mathematics Courses</u></a>
6154	<a href="#"><u>Homework/Makeup Work</u></a>
6154	<a href="#"><u>Homework/Makeup Work</u></a>
6157	<a href="#"><u>Distance Learning</u></a>
6158	<a href="#"><u>Independent Study</u></a>
6158	<a href="#"><u>Independent Study</u></a>
6158-E(1)	<a href="#"><u>Independent Study</u></a>
6162.5	<a href="#"><u>Student Assessment</u></a>
6162.6	<a href="#"><u>Use Of Copyrighted Materials</u></a>
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6163.1	<a href="#"><u>Library Media Centers</u></a>
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6163.4	<a href="#"><u>Student Use Of Technology</u></a>
6163.4-E(1)	<a href="#"><u>Student Use Of Technology—Student Responsible Use Of Technology</u></a>
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6172	<a href="#"><u>Gifted And Talented Student Program</u></a>
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6173	<a href="#"><u>Education For Homeless Children</u></a>
6173	<a href="#"><u>Education For Homeless Children</u></a>
6173-E(1)	<a href="#"><u>Education For Homeless Children</u></a>
6173.1	<a href="#"><u>Education For Foster Youth</u></a>
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6173.2	<a href="#"><u>Education Of Children Of Military Families</u></a>
6173.2	<a href="#"><u>Education Of Children Of Military Families</u></a>
6174	<a href="#"><u>Education For English Learners</u></a>

6174	<a href="#"><u>Education For English Learners</u></a>
6175	<a href="#"><u>Migrant Education Program</u></a>
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6178	<a href="#"><u>Career Technical Education</u></a>
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6184	<a href="#"><u>Continuation Education</u></a>
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6200	<a href="#"><u>Adult Education</u></a>
6200	<a href="#"><u>Adult Education</u></a>

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