

Policy 4131: Staff Development

Status: ADOPTED

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[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~~
- ~~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	Contra Costa Community College District, (1990) PERB Order No. 804, 14 PERC P21, 085
Website	California Department of Education, Professional Learning
Website	California Subject Matter Projects
Website	Commission on Teacher Credentialing
Website	CSBA

Cross-References

Code	Description
0100	Philosophy
0420	School Plans/Site Councils
0420	School Plans/Site Councils
0440	District Technology Plan
0440	District Technology Plan
0450	Comprehensive Safety Plan
0450	Comprehensive Safety Plan
0460	Local Control And Accountability Plan
0470	COVID-19 Mitigation Plan
0500	Accountability
1100	Communication With The Public
1113	District And School Web Sites
1113	District And School Web Sites
1114	District-Sponsored Social Media
1114	District-Sponsored Social Media
1240	Volunteer Assistance
1240	Volunteer Assistance
3100	Budget
3100	Budget
3230	Federal Grant Funds
3260	Fees And Charges
3260	Fees And Charges
3260-E(1)	Fees And Charges
3511.1	Integrated Waste Management
3511.1	Integrated Waste Management
3514	Environmental Safety
3514	Environmental Safety
3514.1	Hazardous Substances
3514.1	Hazardous Substances
3515	Campus Security
3515	Campus Security
3515.2	Disruptions
3515.2	Disruptions
3516	Emergencies And Disaster Preparedness Plan
3516	Emergencies And Disaster Preparedness Plan
3516.2	Bomb Threats
3516.3	Earthquake Emergency Procedure System
3542	School Bus Drivers
3550	Food Service/Child Nutrition Program
3550	Food Service/Child Nutrition Program

3580	District Records
3580	District Records
4000	Concepts And Roles
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4040	Employee Use Of Technology
4040	Employee Use Of Technology
4040-E(1)	Employee Use Of Technology – Employee Responsible Use Of Technology
4100	Certificated Personnel
4112.2	Certification
4112.2	Certification
4112.21	Interns
4112.21	Interns
4112.23	Special Education Staff
4112.23	Special Education Staff
4113	Assignment
4113	Assignment
4115	Evaluation/Supervision
4115	Evaluation/Supervision
4116	Probationary/Permanent Status
4116	Probationary/Permanent Status
4119.11	Sexual Harassment
4119.11	Sexual Harassment
4119.21	Professional Standards
4119.21-E(1)	Professional Standards
4119.41	Employees With Infectious Disease
4119.42	Exposure Control Plan For Bloodborne Pathogens
4119.42	Exposure Control Plan For Bloodborne Pathogens
4119.42-E(1)	Exposure Control Plan For Bloodborne Pathogens
4119.43	Universal Precautions
4119.43	Universal Precautions
4131.1	Teacher Support And Guidance
4157	Employee Safety
4157	Employee Safety
4158	Employee Security
4158	Employee Security
4161	Leaves
4161	Leaves
4219.11	Sexual Harassment
4219.11	Sexual Harassment
4219.21	Professional Standards
4219.21-E(1)	Professional Standards – Code Of Ethics
4219.41	Employees With Infectious Disease
4219.42	Exposure Control Plan for Bloodborne Pathogens
4219.42	Exposure Control Plan for Bloodborne Pathogens
4219.43	Universal Precautions
4219.43	Universal Precautions
4222	Teacher Aides/Paraprofessionals
4222	Teacher Aides/Paraprofessionals

4222-E(1)	<u>Teacher Aides/Paraprofessionals</u>
4257	<u>Employee Safety</u>
4257	<u>Employee Safety</u>
4258	<u>Employee Security</u>
4258	<u>Employee Security</u>
4261	<u>Leaves</u>
4261	<u>Leaves</u>
4319.11	<u>Sexual Harassment</u>
4319.11	<u>Sexual Harassment</u>
4319.21	<u>Professional Standards</u>
4319.21-E(1)	<u>Professional Standards</u>
4319.41	<u>Employees With Infectious Disease</u>
4319.42	<u>Exposure Control Plan for Bloodborne Pathogens</u>
4319.42	<u>Exposure Control Plan for Bloodborne Pathogens</u>
4319.43	<u>Universal Precautions</u>
4319.43	<u>Universal Precautions</u>
4357	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
4358	<u>Employee Security</u>
4358	<u>Employee Security</u>
4361	<u>Leaves</u>
4361	<u>Leaves</u>
5020	<u>Parent Rights And Responsibilities</u>
5020	<u>Parent Rights And Responsibilities</u>
5030	<u>Student Wellness</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5131	<u>Conduct</u>
5131	<u>Conduct</u>
5131.2	<u>Bullying</u>
5131.2	<u>Bullying</u>
5131.6	<u>Alcohol And Other Drugs</u>
5131.6	<u>Alcohol And Other Drugs</u>
5131.63-E(1)	<u>Steroids</u>
5137	<u>Positive School Climate</u>
5138	<u>Conflict Resolution/Peer Mediation</u>
5141.21	<u>Administering Medication And Monitoring Health Conditions</u>
5141.21	<u>Administering Medication And Monitoring Health Conditions</u>
5141.21-E(1)	<u>Administering Medication And Monitoring Health Conditions</u> <u>- Physician's Recommendations For Medication</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.52	<u>Suicide Prevention</u>
5141.52	<u>Suicide Prevention</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.9	<u>Hate-Motivated Behavior</u>
5147	<u>Dropout Prevention</u>
6000	<u>Concepts And Roles</u>
6011	<u>Academic Standards</u>

6020	Parent Involvement
6020	Parent Involvement
6111	School Calendar
6116	Classroom Interruptions
6141	Curriculum Development And Evaluation
6141	Curriculum Development And Evaluation
6141.5	Advanced Placement
6141.5	Advanced Placement
6142.1	Sexual Health And HIV/AIDS Prevention Instruction
6142.1	Sexual Health And HIV/AIDS Prevention Instruction
6142.5	Environmental Education
6142.6	Visual And Performing Arts Education
6142.7	Physical Education And Activity
6142.7	Physical Education And Activity
6142.8	Comprehensive Health Education
6142.8	Comprehensive Health Education
6142.91	Reading/Language Arts Instruction
6142.91	Reading/Language Arts Instruction
6142.92	Mathematics Instruction
6142.93	Science Instruction
6142.94	History-Social Science Instruction
6152.1	Placement In Mathematics Courses
6154	Homework/Makeup Work
6154	Homework/Makeup Work
6157	Distance Learning
6158	Independent Study
6158	Independent Study
6158-E(1)	Independent Study
6162.5	Student Assessment
6162.6	Use Of Copyrighted Materials
6162.6	Use Of Copyrighted Materials
6163.1	Library Media Centers
6163.4	Student Use Of Technology
6163.4	Student Use Of Technology
6163.4-E(1)	Student Use Of Technology – Student Responsible Use Of Technology
6164.2	Guidance/Counseling Services
6164.2	Guidance/Counseling Services
6171	Title I Programs
6171	Title I Programs
6172	Gifted And Talented Student Program
6172	Gifted And Talented Student Program
6173	Education For Homeless Children
6173	Education For Homeless Children
6173-E(1)	Education For Homeless Children
6173.1	Education For Foster Youth
6173.1	Education For Foster Youth
6173.2	Education Of Children Of Military Families
6173.2	Education Of Children Of Military Families
6174	Education For English Learners

6174	<u>Education For English Learners</u>
6175	<u>Migrant Education Program</u>
6175	<u>Migrant Education Program</u>
6178	<u>Career Technical Education</u>
6178	<u>Career Technical Education</u>
6184	<u>Continuation Education</u>
6184	<u>Continuation Education</u>
6200	<u>Adult Education</u>
6200	<u>Adult Education</u>
