

**STAFF DEVELOPMENT**

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 **relevant** ~~their~~ 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**.

*(cf. 6111 - School Calendar)*

The Superintendent or designee shall involve teachers, site and district administrators, and others, as appropriate, **when creating, reviewing, and amending** ~~in the development of~~ 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.

*(cf. 0000 - Vision)*

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

*(cf. 0420 - School Plans/Site Councils)*

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

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

*(cf. 6011 - Academic Standards)*

*(cf. 6142.1 - Sexual Health and HIV/AIDS Prevention Instruction)*

*(cf. 6142.2 - World/**Foreign** Language Instruction)*

*(cf. 6142.3 - Civic Education)*

*(cf. 6142.5 - Environmental Education)*

*(cf. 6142.6 - Visual and Performing Arts Education)*

*(cf. 6142.7 - Physical Education and Activity)*

*(cf. 6142.8 - Comprehensive Health Education)*

*(cf. 6142.91 - Reading/Language Arts Instruction)*

*(cf. 6142.92 - Mathematics Instruction)*

*(cf. 6142.93 - Science Instruction)*

*(cf. 6142.94 - History-Social Science Instruction)*

7. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, **acceptance, tolerance, and civility** and discipline, including conflict resolution, **and** hatred prevention, **and positive behavioral interventions and supports**

**STAFF DEVELOPMENT** (continued)

**(cf. 1313 - Civility)**

(cf. 5131 - Conduct)

(cf. 5131.2 - Bullying)

(cf. 5137 - Positive School Climate)

(cf. 5138 - Conflict Resolution/Peer Mediation)

**(cf. 5144 - Discipline)**

(cf. 5145.9 - Hate-Motivated Behavior)

8. Ability to relate to students, understand their various stages of growth and development, and motivate them to learn

9. Ability to interpret and use data and assessment results to guide instruction

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

(cf. 6162.5 - Student Assessment)

10. Knowledge of topics related to student **mental and physical** health, safety, and welfare, **which may include social-emotional learning and trauma-informed practices**

(cf. 0450 - Comprehensive Safety Plan)

(cf. 5030 - Student Wellness)

(cf. 5131.6 - Alcohol and Other Drugs)

(cf. 5131.63 - Steroids)

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

**(cf. 5141.22 - Infectious Diseases)**

(cf. 5141.4 - Child Abuse Prevention and Reporting)

**(cf. 5141.5 - Mental Health)**

(cf. 5141.52 - Suicide Prevention)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

**(cf. 5145.71 - Title IX Sexual Harassment Complaint Procedures)**

11. Knowledge of topics related to employee health, safety, and security

(cf. 3514.1 - Hazardous Substances)

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

**(cf. 4119.12 - Title IX Sexual Harassment Complaint Procedures)**

**(cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)**

(cf. 4119.42/4219.42/4319.42 - Exposure Control Plan for Bloodborne Pathogens)

(cf. 4119.43/4219.43/4319.43 - Universal Precautions)

(cf. 4157/4257/4357 - Employee Safety)

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

## **STAFF DEVELOPMENT** (continued)

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.

*(cf. 4112.2 - Certification)*

*(cf. 4112.21 - Interns)*

*(cf. 4131.1 - Teacher Support and Guidance)*

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.

*(cf. 4115 - Evaluation/Supervision)*

The Board may budget funds for actual and reasonable expenses incurred by staff who participate in staff development activities.

*(cf. 3100 - Budget)*

*(cf. 3350 - Travel Expenses)*

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**.

*(cf. 0500 - Accountability)*

**STAFF DEVELOPMENT** (continued)*Legal Reference:*EDUCATION CODE**200 Educational equity****218 Lesbian, gay, bisexual, transgender, queer, and questioning student resources****220 Prohibition of discrimination**

44032 Travel expense payment

44259.5 Standards for teacher preparation

44277 Professional growth programs for individual teachers

44300 Emergency permits

44325-44328 District interns

44450-44468 University internship program

~~44570-44578 Inservice training, secondary education~~

44830.3 District interns

45028 Salary schedule and exceptions

48980 Notification of parents/guardians; schedule of minimum days

**51745-51749.6 Independent study**

52060-52077 Local control and accountability plan

56240-56245 Staff development; service to persons with disabilities

99200-~~99204~~ ~~99206~~ Subject matter projectsGOVERNMENT CODE

3543.2 Scope of representation of employee organization

**11135 Discrimination**PENAL CODE**422.55 Hate crime**CODE OF REGULATIONS, TITLE 5

13025-13044 Professional development and program improvement

80021 Short-term staff permit

80021.1 Provisional internship permit

80023-80026.6 Emergency permits

UNITED STATES CODE, TITLE 20**1681-1688 Discrimination based on sex or blindness, Title IX**6601-~~6692~~ ~~6702~~ Preparing, Training, and Recruiting High Quality Teachers and Principals*Legal Reference continued: (see next page)*

Legal Reference: (continued)

**UNITED STATES CODE TITLE 29**

**794 Rehabilitation Act of 1973, Section 504**

**UNITED STATES CODE TITLE 42**

**2000d-2000d-7 Title VI, Civil Rights Act of 1964**

**12101-12213 Americans with Disabilities Act**

**PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS**

*United Faculty of Contra Costa Community College District v. Contra Costa Community College District*,  
(1990) PERB **Order Dec.** No. 804, 14 PERC P21-085

Management Resources:

**CSBA PUBLICATIONS**

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

**CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS**

**California Digital Learning Integration and Standards Guidance, June 2021**

**Social and Emotional Learning in California, A Guide to Resources, October 2018**

**COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS**

*California Standards for the Teaching Profession (CSTP)*, 2009

**WEB SITES**

CSBA: <http://www.csba.org>

California Department of Education, Professional Learning: <http://www.cde.ca.gov/pd>

**California Department of Education, Supporting LGBTQ+ Students:**

**<https://www.cde.ca.gov/pd/ee/supportlgbtq.asp>**

California Subject Matter Projects: <http://csmf.ucop.edu>

**Collaborative for Academic, Social, and Emotional Learning: <https://case1.org>**

Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

**Public Employment Relations Board: <https://perb.ca.gov>**

Policy  
adopted:

NORTH MONTEREY COUNTY UNIFIED SCHOOL DISTRICT  
December 9, 2021

