

Personnel

STAFF DEVELOPMENT

Classified staff shall have opportunities to participate in staff development activities in order to improve job skills, retrain to meet changing conditions in the district and/or enhance personal growth.

The Superintendent or designee shall develop a program of ongoing staff development which may include, but not be limited to, activities related to:

1. General workplace skills and/or skills and knowledge specific to the duties of each classified position
2. The role of classified staff in achieving district goals and promoting student achievement
3. The use of technologies to improve job performance
4. Effective communication and interaction with other staff, students, parents/guardians and community members
5. Topics related to student health, safety and welfare
6. Topics related to employee health, safety, and security
7. For classroom instructional aides, 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 intolerance and hatred prevention

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, and school plans.

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

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

STAFF DEVELOPMENT (continued)

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

- (cf. 4261.3 - Professional Leaves)
- (cf. 1340 - Access to District Records)
- (cf. 3515.3 - District Police/Security Department)
- (cf. 3542 - School Bus Drivers)
- (cf. 4200 - Classified Personnel)
- (cf. 4222 - Teacher Aides/Paraprofessionals)
- (cf. 5148 - Child Care and Development)
- (cf. 6300 - Preschool/Early Childhood Education)
- (cf. 0000 - Vision)
- (cf. 0200 - Goals for the School District)
- (cf. 6010 - Goals and Objectives)
- (cf. 0440 - District Technology Plan)
- (cf. 6020 - Parent Involvement)
- (cf. 6171 - Title I Programs)
- (cf. 0450 - Comprehensive Safety Plan)
- (cf. 3515.5 - Sex Offender Notification)
- (cf. 5131.6 - Alcohol and Other Drugs)
- (cf. 5131.63 - Steroids)
- (cf. 5141.4 - Child Abuse Prevention and Reporting)
- (cf. 5145.3 - Nondiscrimination/Harassment)
- (cf. 5146.9 - Hate-Motivated Behavior)
- (cf. 5145.7 - Sexual Harassment)
- (cf. 5149 - At-Risk Students)
- (cf. 4119.11/4219.11/4319.11 - Sexual Harassment)
- (cf. 4119.43/4219.43/4319.43 - Universal Precautions)
- (cf. 4157/4257/4357 - Employee Safety)
- (cf. 4158/4258/4358 - Employee Security)
- (cf. 4131 - Staff Development)
- (cf. 0000 - Vision)
- (cf. 0200 - Goals for the School District)
- (cf. 0420 - School Plans/Site Councils)
- (cf. 0420.1 - School-Based Program Coordination)
- (cf. 0520 - Intervention for Underperforming Schools)
- (cf. 0520.1 - High Priority Schools Grant Program)
- (cf. 0520.2 - Title I Program Improvement Schools)
- (cf. 0520.3 - Title I Program Improvement Districts)

STAFF DEVELOPMENT (continued)

(cf. 4215 - Evaluation/Supervision)
(cf. 3350 - Travel Expenses)
(cf. 0500 - Accountability)
(cf. 9000 - Role of the Board)

Legal Reference:

EDUCATION CODE

41530-41532 Professional Development Block Grant
44032 Travel expense payment
44390-44393 California School Paraprofessional Teacher Training Program
45380-45387 Retraining and study leave (classified)
56240-56245 Staff development; service to persons with disabilities

REPEALED EDUCATION CODE FOR CATEGORICAL PROGRAMS

44579-44579.6 Instructional Time and Staff Development Reform Program

GOVERNMENT CODE

3543.2 Scope of representation of employee organization

PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS

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

Management Resources:

WEB SITES

California Association of School Business Officials: <http://www.casbo.org>
California School Employees Association: <http://www.csea.com>

(1/85 9/88) 10/98
3/10/99
7/05
2/8/06

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STAFF DEVELOPMENT

Upon approval of the Superintendent or designee, classified staff members may participate in staff development opportunities which may include, but are not limited to:

1. Orientation and support for new employees
2. Visits to other schools and school districts
3. Attendance at professional conferences or committee meetings
4. Classes and workshops offered by the district, county office of education, institutions of higher education, private organizations or other appropriate agencies
5. Joint staff preparation time and staff meetings
6. Follow-up activities that help staff implement newly acquired skills

(cf. 4261.3 - Professional Leaves)

10/98
3/10/99
7/05
2/8/06