

STAFF DEVELOPMENT

The Santa Cruz County Superintendent of Schools believes that in order to maximize student learning and achievement, certificated staff members must be continuously learning and improving 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.

The Superintendent or designee shall involve teachers, site and district administrators, and others, as appropriate, in the development of the county office's staff development program. He/she shall ensure that the district's staff development program is aligned with county office priorities for student achievement, school improvement objectives, the local control and accountability plan, and other county office and school plans.

The county office'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;
2. Use of effective, subject-specific teaching methods, strategies, and skills;
3. Use of technologies to enhance 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;
5. Understanding of how academic and career technical instruction can be integrated and implemented to increase student learning;
6. Knowledge of strategies that encourage parents/guardians to participate fully and effectively in their children's education;

7. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, tolerance, and discipline, including conflict resolution and hatred prevention;
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;
10. Knowledge of topics related to student health, safety, and welfare;
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 county office 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 county office's staff evaluation process may be used to recommend additional individualized staff development for individual employees. The County Superintendent may budget funds for actual and reasonable expenses incurred by staff who participate in staff development activities.

The Deputy 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 County Superintendent regarding the effectiveness of the staff development program. Based on the Deputy Superintendent's report, the County Superintendent may revise the program as necessary to ensure that the staff development program supports the district's priorities for student achievement.

LEGAL REFERENCE

EDUCATION CODE

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: In-service training, secondary education
44830.3: District interns
45028: Salary schedule and exceptions
48980: Notification of parents/guardians; schedule of minimum days
52060-52077: Local control and accountability plan
56240-56245: Staff development; service to persons with disabilities
99200-99206: Subject matter projects

GOVERNMENT CODE

3543.2: Scope of representation of employee organization

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

6601-6702: Preparing, Training and Recruiting High Quality Teachers and Principals

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

CSBA PUBLICATIONS

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

COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS

California Standards for the Teaching Profession, 2009

WEB SITES

CSBA

<http://www.csba.org>

California Department of Education, Professional Learning

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

California Subject Matter Projects

<http://csmp.ucop.edu>

Commission on Teacher Credentialing

<http://www.ctc.ca.gov>