

**EL DORADO UNION HIGH SCHOOL DISTRICT  
BOARD POLICY**

**Certificated Personnel**

**STAFF DEVELOPMENT  
BP 4131**

The Governing Board believes that, in order to maximize student learning and achievement, certificated staff 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 and certificated teaching assistants to enhance their instructional and classroom management skills and become informed about changes in pedagogy and subject matter.

The district's staff development program may include, but not be limited to:

1. Mastery of discipline-based knowledge, including academic content in the core curriculum and academic standards.

*(cf. 6011 - Academic Standards)*  
*(cf. 6142.1 - Sexual Health and HIV/AIDS Prevention Instruction)*  
*(cf. 6142.3 - Civic Education)*  
*(cf. 6142.5 - Environmental Education)*  
*(cf. 6142.6 - Visual and Performing Arts Education)*  
*(cf. 6142.7 - Physical Education)*  
*(cf. 6142.8 - Comprehensive Health Education)*  
*(cf. 6142.91 - Reading/Language Arts Instruction)*  
*(cf. 6142.92 - Mathematics Instruction)*  
*(cf. 6142.93 - Science Instruction)*

2. Effective, subject-specific teaching methods, strategies, and skills.
3. The use of technologies to enhance instruction.

*(cf. 0440 - District Technology Plan)*

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 language learners, economically disadvantaged students, gifted and talented students, and at-risk students.

*(cf. 4112.22 - Staff Teaching Students of Limited English Proficiency)*  
*(cf. 4112.23 - Special Education Staff)*  
*(cf. 5149 - At-Risk Students)*  
*(cf. 6141.5 - Advanced Placement)*  
*(cf. 6171 - Title I Programs)*  
*(cf. 6172 - Gifted and Talented Student Program)*  
*(cf. 6173 - Education for Homeless Children)*  
*(cf. 6173.1 - Education for Foster Youth)*

*(cf. 6174 - Education for English Language Learners)*  
*(cf. 6175 - Migrant Education Program)*

5. Understanding of how academic and career technical instruction can be integrated and implemented to increase student learning.
6. Knowledge of strategies that enable parents/guardians to participate fully and effectively in their children's education.

*(cf. 1240 - Volunteer Assistance)*  
*(cf. 5020 - Parent Rights and Responsibilities)*  
*(cf. 6020 - Parent Involvement)*

7. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, and discipline, including conflict resolution, intolerance, and hatred prevention.

*(cf. 5137 - Positive School Climate)*  
*(cf. 5138 - Conflict Resolution/Peer Mediation)*  
*(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 Performance)*  
*(cf. 6162.5 - Student Assessment)*

10. Topics related to student health, safety, and welfare.

*(cf. 0450 - Comprehensive Safety Plan)*  
*(cf. 3515.5 - Sex Offender Notification)*  
*(cf. 5030 - Student Wellness)*  
*(cf. 5131.6 - Alcohol and Other Drugs)*  
*(cf. 5131.63 - Steroids)*  
*(cf. 5141.4 - Child Abuse Prevention and Reporting)*  
*(cf. 5141.52 - Suicide Prevention)*  
*(cf. 5145.3 - Nondiscrimination/Harassment)*  
*(cf. 5145.7 - Sexual Harassment)*

11. Topics related to employee health, safety, and security.

*(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)*

*Note: NCLB (20 USC 6319, 7801) requires that all teachers who are teaching core academic subjects, including those in non-Title I schools, be “highly qualified” in accordance with law. 20 USC 6319 requires that the Title I local educational agency plan include professional development designed to enable teachers to meet NCLB requirements and specifies the percentage of Title I funds that must be used for such professional development.*

As necessary, teachers shall receive professional development, as defined in 20 USC 7801, which is designed to help them meet the requirements of federal law for teachers of core academic subjects. (20 USC 6319)

*(cf. 4112.2 - Certification)*

*(cf. 4112.24 - Teacher Qualifications Under the No Child Left Behind Act)*

*Note: SB 1209 amended Education Code 44277 and repealed Education Code 44278-44279 to eliminate the requirement for a 150-hour individualized program of professional growth as a condition of credential renewal. Education Code 44277 encourages, but does not require, that districts establish professional growth programs that give individual teachers a wide range of options and significant roles in determining the course of their professional growth.*

The Superintendent or designee may, in conjunction with individual teachers, develop an individualized program of professional growth which contributes to competence, performance, or effectiveness in teaching and classroom assignments.

*(cf. 4112.21 - Interns)*

*(cf. 4131.1 - Beginning Teacher Support/Induction)*

*(cf. 4138 - Mentor Teaches)*

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

*(cf. 4115 - Evaluation/Supervision)*

*(cf. 4139 - Peer Assistance and Review)*

The Superintendent or designee may involve teachers, 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 priorities for student achievement, school improvement objectives, and school plans.

*(cf. 0000 - Vision)*

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

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

*(cf. 0420.1 - School - Based Program Coordination)*

*(cf. 0520.1 - High Priority Schools Grant Program)*

*(cf. 0520.2 - Title I Program Improvement Schools)*

*(cf. 0520.3 - Title I Program Improvement Districts)*

*(cf. 0520.4 - Quality Education Investment Schools)*

The Board may budget funds for actual and reasonable expenses incurred by ~~certificated~~ staff

who participate in staff development activities.

(cf. 3350 - Travel Expenses)

*Note: Staff development is not one of the enumerated items within the scope of collective bargaining pursuant to Government code 3543.2. However, the Public Employment Relations Board (PERB) has found that some aspects of staff development may be negotiable if they are related to an enumerated subject of bargaining, such as working hours, wages, or other enumerated terms or conditions of employment. Because the terms "staff development" and "training" are not always clear, their negotiability, in the absence of agreement, may be determined by PERB on a case-by-case basis.*

**Legal Reference:**

**EDUCATION CODE**

41520-41522 Teacher Credentialing Block Grant, including beginning teacher support and assessment

41530-41532 Professional Development Block Grant

44032 Travel expense payment

44259.5 Standards for preparation for all students

44277 professional growth programs for individual teachers

44279.1-44279.7 Beginning Teacher Support and Assessment Program (BTSA)

44560 In-service preparation in ethnic backgrounds

44560-44562 Certificated Staff Mentoring Program

44570-44578 In-service training - personnel, secondary education

44580-44591 In-service training - personnel, elementary teachers

44630-44643 Professional Development and Program Act of 1968

44700-44705 Classroom teacher instructional improvement program

44735 Teaching as a Priority; teacher recruitment and retention in high-priority schools

48980 Notification of parents/guardians: schedule of minimum days

52800-52870 School-Based Program Coordination Act, especially 52854 Time during regular school year to advise students or conduct staff development programs

56240-56245 Staff development service to persons with disabilities

99200-99206 Subject matter projects

99220-99227 California Professional Development Institutes

99230-99242 Mathematics and Reading Professional Development Program

**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

**CODE OF REGULATIONS, TITLE 5**

6100-6125 Teacher qualifications, No Child Left Behind Act

11980-11985 Mathematics and Reading Professional Development Program

13025-13044 Professional development and program improvement programs

**UNITED STATES CODE, TITLE 20**

6319 Highly qualified teachers

6601-6702 Dwight D. Eisenhower Professional Development Program

7801 Definitions, high qualified teacher

**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:***

*CDE PUBLICATIONS*

*NCLB Teacher Requirements Resource Guide, March 2004*

*CTC PUBLICATIONS*

*California Standards for the Teaching Professions: 1997*

*WEBSITES*

*Beginning Teacher Support and Assessment: <http://www.btsa.ca.gov>*

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

*CDE, Professional Development: <http://www.cde.ca.gov/pd>*

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