

STAFF DEVELOPMENT

Attending to teacher training needs must be a centerpiece of efforts to improve the teaching and learning process. Educational research and related literature consistently document the need to make teachers active, engaged learners who are continually reflecting on and adjusting their teaching. Opportunities must be provided for teachers to work collaboratively and consult outside experts as they reshape the curriculum and their teaching practices.

The Board recognizes that it shares with its staff the responsibility of upgrading and updating abilities, performance, knowledge and attitudes. In our rapidly changing society, teachers must constantly review curriculum content, teaching methods and materials, and related goals. The Board encourages the ongoing training of teachers and improvement of instructional methods.

In order to respond directly to the educational needs of our students, staff development activities shall cover: (a) content areas such as language arts, reading and writing, math, social science and science, (b) methodological areas such as motivation, teaching techniques and classroom management, and (c) affective areas such as interpersonal relations between students and faculty, student growth and development, and staff communication, problem solving and decision-making.

The Superintendent is encouraged to provide the staff with developmental opportunities such as the following, including a process to identify and organize a cadre of teachers representative of all schools, grade levels, and subject areas to act in the role of "lead teachers" and "staff development associates" who will assist in the planning and implementation of instructional changes related to new curriculum and frameworks.

Staff Development Program Related to the School-Based Program Coordination Act

As part of the school plan developed by the site council under the School-Based Program Coordination Act, schools may include time during the regular school year to advise students or conduct staff development programs for implementation of the plan, provided that such time does not exceed eight days each year for each participating staff member. (Education Code 52854)

(cf. 4116 - Probationary/Permanent Status)

Legal Reference: (See next page)

STAFF DEVELOPMENT (continued)

Legal References:

EDUCATION CODE

44032 Travel expense payment

44277 Requirements for maintaining valid credentials; professional growth program

44560 Inservice preparation in ethnic backgrounds

44570-44578 Inservice training - personnel, secondary education

44580-44591 Inservice training - personnel, elementary teachers

44630-44643 Professional Development and Program Improvement Act of 1968

44670.1-44680.12 School personnel staff development and resource centers

44681-44689 Administrator training and evaluation

4700-44705 Classroom teacher instructional improvement program

52800-52904 School-Based Program Coordination Act, especially

52854 Time during regular school year to advise students or conduct staff development programs