

**STAFF DEVELOPMENT**

The Governing Board believes that in order to prepare students to lead productive lives in the 21st century, teachers themselves must be continuously learning, improving their skills and updating their instructional methods. The Board is committed to providing ongoing professional development to ensure that certificated staff have:

1. Mastery of discipline-based knowledge and effective subject-specific pedagogical skills.
2. Training in the use of technologies that enhance instruction.

*(cf. 0440 - District Technology Plan)*  
*(cf. 6162.7 - Use of Technology in Instruction)*

3. Sensitivity to the needs of diverse student populations, including minorities, students with disabilities, limited-English-proficient students, and economically disadvantaged students; ability to meet those needs.

*(cf. 4112.22 - Staff Teaching Students of Limited English Proficiency)*  
*(cf. 4112.23 - Special Education Staff)*

4. Understanding of how academic and vocational instruction can be integrated and implemented to increase student learning; skill in evaluating and combining available instructional resources; opportunities to collaborate with other staff members in the alignment of academic and vocational curricula.
5. Knowledge of strategies that enable parents/guardians to participate fully and effectively in their children's education.
6. Effective classroom management skills; ability to relate to students, understand their various stages of growth and development, and motivate them to learn.
7. Training related to student health, safety and welfare.

*(cf. 5131.6 - Alcohol and Other Drugs)*  
*(cf. 5145.3 - Nondiscrimination/Harassment)*  
*(cf. 5145.7 - Sexual Harassment)*

The district's staff development program shall provide maximum opportunities for staff participation without impacting the number of instructional days offered to students as required by law.

The Superintendent or designee shall develop a district staff development plan that is coordinated with school improvement objectives and school plans established by individuals who are closest to the classroom and most knowledgeable about the needs of the school and its students.

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

The Board believes that staff development should support school improvement objectives. The Superintendent or designee shall develop a district staff development plan that is coordinated with school plans and objectives established by individuals who are closest to the classroom and most knowledgeable about the needs of the school and its students.

*(cf. 0420.1 - School-Based Coordinated Programs)*

The Superintendent or designee shall ensure that the district meets its obligations related to the professional growth of individual probationary and permanent teachers.

*(cf. 4112.21 - District Interns)*

*(cf. 4116 - Probationary/Permanent Status)*

*(cf. 4131.5 - Professional Growth)*

Because the Board believes that intensive professional development is especially critical during the beginning years of a teacher's career, the Superintendent or designee shall develop a voluntary program of individualized support and assistance for first-year and second-year teachers.

*(cf. 4112.2 - Certification)*

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

The Superintendent or designee shall provide a means for continual evaluation of the benefit of these activities to staff and students.

*Legal References:*

EDUCATION CODE

44032 *Travel expense payment*

44277-44279 *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*

44670.1-44680.8 *School personnel staff development and resource centers*

44681-44689 *Administrator training and evaluation*

44700-44705 *Classroom teacher instructional improvement program*

52800-52870 *School-Based Program Coordination Act, especially*

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

54720-54734 *School-Based Pupil Motivation and Maintenance Program*

56240-56245 *Staff development; service to persons with disabilities*

GOVERNMENT CODE

3543.2 *Scope of representation of employee organization*

UNITED STATES CODE, TITLE 20

6101-6251 *School-to-Work Opportunities Act of 1994*

6601-6702 *Dwight D. Eisenhower Professional Development Program*

Policy

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Policy

revised: November 6, 2001

**CULVER CITY UNIFIED SCHOOL DISTRICT**  
Culver City, California