

# OFFICE OF THE SOLANO COUNTY SUPERINTENDENT OF SCHOOLS

Series 4000 – PERSONNEL

**Policy 4131**

## **Staff Development**

The Solano County Office of Education (SCOE) 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 may involve teachers, site administrators, and others, as appropriate, in the development of SCOE's staff development program. S/he shall ensure that SCOE's staff development program is aligned with its priorities for student achievement, school improvement objectives, the Local Control and Accountability Plan (LCAP), and other SCOE plans.

SCOE's staff development program shall assist certificated staff in developing knowledge and skills.

The County Superintendent or designee may, 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 SCOE should be evaluated based on the criteria specified in Education Code section 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.

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

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

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

### Legal Reference:

#### EDUCATION CODE

- 44032 Travel expense payment
- 44259.5 Standards for teacher preparation
- 44277 Professional Growth Programs
- 44300 Emergency permits
- 44325-44328 District interns
- 44450-44468 University internship program
- 44570-44578 In-service training, secondary education
- 44830.3 District interns

OFFICE OF THE SOLANO COUNTY SUPERINTENDENT OF SCHOOLS

**Policy 4030 (Continued)**

Legal Reference: (Continued)

EDUCATION CODE (Continued)

- 45028 Salary schedule and exceptions
- 48980 Notification of parents/guardians; schedule of minimum days
- 52060-52077 Local Control and Accountability Plan (LCAP)
- 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, & Recruiting High Quality Teachers & Principals

Policy Cross-Reference:

- 0000 Vision
- 0200 Goals for the School District
- 0420 School Plans/Site Councils
- 0460 Local Control and Accountability Plan (LCAP)
- 0500 Accountability
- 3100 Budget
- 3350 Travel Expenses
- 6111 School Calendar