

Tahoe Truckee USD

Board Policy

Staff Development

BP 4131

Personnel

The Governing Board believes that, in order to maximize student learning ~~and~~, achievement, **and well-being**, certificated staff members must be continuously learning and improving ~~their~~**relevant** skills. The Superintendent Chief Learning Officer 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:

(~~cf. 6111 – School Calendar~~)

, and strengthen practices related to social-emotional development and learning.

The Superintendent Chief Learning Officer or designee shall involve teachers, site and district administrators, and others, as appropriate, ~~in the development of~~**when creating, reviewing, and amending** the district's staff development program. ~~He/she~~ **The Superintendent Chief Learning Officer or designee** shall ensure that the district's staff development program is aligned with district priorities for student **learning**, achievement **and well-being**, school improvement objectives, the local control and accountability plan, and other district and school plans.

(~~cf. 0000 – Vision~~)

(~~cf. 0200 – Goals for the School District~~)

(~~cf. 0420 – School Plans/Site Councils~~)

(~~cf. 0460 – Local Control and Accountability Plan~~)

(~~cf. 0520.2 – Title I Program Improvement Schools~~)

(~~cf. 0520.3 – Title I Program Improvement Districts~~)

The district's staff development program shall assist certificated staff in developing knowledge and skills, including, but not limited to:

- ~~1.~~ **1.** ~~Mastery of subject-matter knowledge, including current state and district academic standards~~

(~~cf. 6011 – Academic Standards~~)

(~~cf. 6142.1 – Sexual Health and HIV/AIDS Prevention Instruction~~)

(~~cf. 6142.2 – World/Foreign Language Instruction~~)

~~(cf. 6142.3 - Civic Education)~~
~~(cf. 6142.5 - Environmental Education)~~
~~(cf. 6142.6 - Visual and Performing Arts Education)~~
~~(cf. 6142.7 - Physical Education and Activity)~~

~~(cf. 6142.8 - Comprehensive Health Education)~~

~~(cf. 6142.91 - Reading/Language Arts Instruction)~~

~~(cf. 6142.92 - Mathematics Instruction)~~

~~(cf. 6142.93 - Science Instruction)~~
~~(cf. 6142.94 - History-Social Science Instruction)~~

2. ~~2-~~ Use of effective, subject-specific teaching methods, strategies, and skills
3. ~~3-~~ Use of technologies to enhance instruction **and learning, including face-to-face, remote, or hybrid instruction**

~~(cf. 0440 - District Technology Plan)~~
~~(cf. 4040 - Employee Use of Technology)~~
~~(cf. 6163.4 - Student Use of Technology)~~

4. ~~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 **with characteristics specified in Education Code 200 and/or 220, Government Code 11135, and/or Penal Code 422.55**

~~(cf. 4112.22 - Staff Teaching English Language Learners)~~
~~(cf. 4112.23 - Special Education Staff)~~
~~(cf. 5147 - Dropout Prevention)~~

~~(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.~~ ~~5.~~ Understanding of how academic and career technical instruction can be integrated and implemented to increase student learning

~~(cf. 6178 – Career Technical Education)~~

- ~~6.~~ ~~6.~~ Knowledge of strategies that encourage 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.~~ ~~7.~~ Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, ~~tolerance~~**acceptance**, and ~~discipline~~**civility**, including conflict resolution ~~and~~, hatred prevention, **and positive behavioral interventions and supports**

~~(cf. 5131 – Conduct)~~

~~(cf. 5131.2 – Bullying)~~

~~(cf. 5137 – Positive School Climate)~~

~~(cf. 5138 – Conflict Resolution/Peer Mediation)~~

~~(cf. 5145.9 – Hate-Motivated Behavior)~~

- ~~8.~~ ~~8.~~ Ability to relate to students, understand their various stages of growth and development, and motivate them to learn

- ~~9.~~ ~~9.~~ Ability to interpret and use data and assessment results to guide instruction

~~(cf. 5121 – Grades/Evaluation of Student Achievement)~~

~~(cf. 6162.5 – Student Assessment)~~

- ~~10.~~ Knowledge of topics related to student **mental and physical** health, safety, and welfare

~~(cf. 0450 – Comprehensive Safety Plan)~~

~~(cf. 5030 – Student Wellness)~~

~~(cf. 5131.6 – Alcohol and Other Drugs)~~

~~(cf. 5131.63 – Steroids)~~

10. (~~cf. 5141.21 – Administering Medication, which may include social-emotional learning and Monitoring Health Conditions~~)trauma-informed practices

~~(cf. 5141.4 – Child Abuse Prevention and Reporting)~~

~~(cf. 5141.52 – Suicide Prevention)~~

~~(cf. 5145.3 – Nondiscrimination/Harassment)~~

~~(cf. 5145.7 – Sexual Harassment)~~

11. ~~11.~~ Knowledge of topics related to employee health, safety, and security

~~(cf. 3514.1 – Hazardous Substances)~~

~~(cf. 4119.11/4219.11/4319.11 – Sexual Harassment)~~

~~(cf. 4119.42/4219.42/4319.42 – Exposure Control Plan for Bloodborne Pathogens)~~

~~(cf. 4119.43/4219.43/4319.43 – Universal Precautions)~~

~~(cf. 4157/4257/4357 – Employee Safety)~~

~~(cf. 4158/4258/4358 – Employee Security)~~

The Superintendent Chief Learning Officer 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.

~~(cf. 4112.2 – Certification)~~

~~(cf. 4112.21 – Interns)~~

~~(cf. 4131.1 – Teacher Support and Guidance)~~

Professional learning opportunities offered by the district 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 district's staff evaluation process may be used to recommend additional individualized staff development for individual employees.

~~(cf. 4115 – Evaluation/Supervision)~~

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

~~(cf. 3100 - Budget)~~

~~(cf. 3350 - Travel Expenses)~~

The Superintendent Chief Learning Officer 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 Board regarding the effectiveness of the staff development program. Based on the Superintendent Chief Learning Officer's report, the Board may revise the program as necessary to ensure that the staff development program supports the district's priorities for student achievement: **and well-being.**

~~(cf. 0500 - Accountability)~~