

MODESTO CITY SCHOOLS

Board Policy

BP 4131

PERSONNEL

Staff Development - Certificated

The Governing Board believes that, in order to maximize student learning, achievement, and well-being, certificated staff members must be continuously learning and improving relevant skills. The Superintendent or designee shall develop a program of ongoing professional development which includes opportunities for certificated staff to enhance their instructional and classroom management skills, become informed about changes in pedagogy and subject matter, and strengthen practices related to social-emotional development and learning.

The Superintendent or designee shall involve certificated staff, site and district administrators, and others, as appropriate, when creating, reviewing, and amending the district's staff development program. The Superintendent 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.

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

1. Mastery of subject-matter knowledge, including current state and district academic standards
2. Use of effective research/evidence-based, subject-specific teaching methods, strategies, and skills
3. Use of technologies to enhance instruction and learning, including face-to-face, remote, or hybrid instruction
4. Sensitivity to and ability to meet the needs of diverse student populations, including, but not limited to, students with characteristics specified in Education Code 200 and/or 220, Government Code 11135, and/or Penal Code 422.55

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5. Understanding of how academic and career technical instruction can be integrated and implemented to increase student learning
6. Knowledge of strategies that encourage parents/guardians to participate fully and effectively in their children's education
7. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, acceptance, and civility, including conflict resolution, hatred prevention, and positive behavioral interventions and supports
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
10. Knowledge of topics related to student mental and physical health, safety, and welfare, which may include social-emotional learning and trauma-informed practices
11. Knowledge of topics related to employee health, safety, and security

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.

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

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The Superintendent or designee shall provide a means for continual evaluation of the benefit of staff development activities to both staff and students and shall annually report to the Board regarding the effectiveness of the staff development program. The Superintendent may revise the program as necessary to ensure that the staff development program supports the district's priorities for student achievement and well-being.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

<u>State References</u>	<u>Description</u>
5 CCR 13025-13044	Professional development and program improvement
5 CCR 80021	Short-term staff permit
5 CCR 80021.1	Provisional internship permit
5 CCR 80023-80026.6	Emergency permits
Ed. Code 200	Equal rights and opportunities in state educational institutions
Ed. Code 218	Lesbian, gay, bisexual, transgender, queer, and questioning student resources
Ed. Code 220	Prohibition of discrimination
Ed. Code 44032	Travel expense payment
Ed. Code 44259.5	Standards for teacher preparation
Ed. Code 44277	Professional growth programs for individual teachers
Ed. Code 44300	Emergency permits
Ed. Code 44325-44328	District interns
Ed. Code 44450-44468	University internship program
Ed. Code 44830.3	Employing district interns
Ed. Code 45028	Salary schedule and exceptions
Ed. Code 48980	Parent/Guardian notifications
Ed. Code 51744-51749.6	Independent study
Ed. Code 52060-52077	Local control and accountability plan
Ed. Code 56240-56245	Staff development; service to persons with disabilities
Ed. Code 99200-99204	Subject matter projects
Gov. Code 11135	Prohibition of discrimination
Gov. Code 3543.2	Scope of representation
Pen. Code 422.55	Definition of hate crime

PERSONNEL**Staff Development - Certificated**Federal References

20 USC 1681-1688

20 USC 6601-6692

29 USC 794

42 USC 12101-12213

42 USC 2000d-2000d-7

DescriptionTitle IX of the Education Amendments of 1972;
discrimination based on sexPreparing, training, and recruiting high quality
teachers and principals

Rehabilitation Act of 1973; Section 504

Americans with Disabilities Act

Title VI, Civil Rights Act of 1964

Management ResourcesCalifornia Department of Education
PublicationCalifornia Department of Education
PublicationCommission on Teacher Credentialing
Publication

CSBA Publication

DescriptionSocial and Emotional Learning in California,
A Guide to Resources, October 2018California Digital Learning Integration and
Standards Guidance, June 2021California Standards for the Teaching
Profession (CSTP), 2009Governing to the Core: Professional
Development for Common Core, Governance Brief,
May 2013Public Employment Relations
Board DecisionUnited Faculty of Contra Costa Community
College District v. Contra Costa Community
College District, (1990) PERB Dec. No. 804, 14
PERC P21-085

Website

CSBA District and County Office of Education
Legal Services

Website

Collaborative for Academic, Social, and
Emotional Learning

Website

California Department of Education,
Supporting LGBTQ+ Students

Website

California Subject Matter Project

Website

California Public Employment Relations
Board

Website

California Department of Education,
Professional Learning

Website

Commission on Teacher Credentialing

Website

CSBA

Cross References

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0440	<i>District Technology Plan</i>
0450	<i>Comprehensive Safety Plan</i>
0460	<i>Local Control And Accountability Plan</i>
0470	<i>COVID-19 Mitigation Plan</i>
0500	<i>Accountability</i>
1100	<i>Communication With The Public</i>
1113	<i>District And School Web Sites</i>
1113-E(1)	<i>District And School Web Sites</i>
1114	<i>District-Sponsored Social Media</i>
1240	<i>Volunteer Assistance</i>
1312.3	<i>Uniform Complaint Procedures</i>
1312.3-E(1)	<i>Uniform Complaint Procedures</i>
1312.3-E(2)	<i>Uniform Complaint Procedures</i>
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3514	<i>Environmental Safety</i>
3514.1	<i>Hazardous Substances</i>
3515	<i>Campus Security</i>
3515.2	<i>Disruptions</i>
3516	<i>Emergencies And Disaster Preparedness Plan</i>
3516.2	<i>Bomb Threats</i>
3516.3	<i>Earthquake Emergency Procedure System</i>
3542	<i>School Bus Drivers</i>
3550	<i>Food Service/Child Nutrition Program</i>
3580	<i>District Records</i>
4000	<i>Concepts And Roles</i>
4030	<i>Nondiscrimination In Employment</i>
4040	<i>Employee Use Of Technology</i>
4040-E(1)	<i>Employee Use Of Technology</i>
4100	<i>Certificated Personnel</i>
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4112.21	<i>Interns</i>
4112.22	<i>Staff Teaching English Learners</i>
4112.23	<i>Special Education Staff</i>
4113	<i>Assignment</i>
4113.5	<i>Working Remotely</i>
4115	<i>Evaluation/Supervision</i>
4116	<i>Probationary/Permanent Status</i>
4119.11	<i>Sexual Harassment</i>
4119.12	<i>Title IX Sexual Harassment Complaint Procedures</i>

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4119.12-E(1)	<i>Title IX Sexual Harassment Complaint Procedures</i>
4119.21	<i>Professional Standards</i>
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4119.41	<i>Employees With Infectious Disease</i>
4119.42	<i>Exposure Control Plan For Bloodborne Pathogens</i>
4119.42-E(1)	<i>Exposure Control Plan For Bloodborne Pathogens</i>
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4131.1	<i>Teacher Support And Guidance</i>
4157	<i>Employee Safety</i>
4158	<i>Employee Security</i>
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4161.3	<i>Professional Leaves</i>
4213.5	<i>Working Remotely</i>
4219.11	<i>Sexual Harassment</i>
4219.12	<i>Title IX Sexual Harassment Complaint Procedures</i>
4219.12-E(1)	<i>Title IX Sexual Harassment Complaint Procedures</i>
4219.21	<i>Professional Standards</i>
4219.21-E(1)	<i>Professional Standards</i>
4219.41	<i>Employees With Infectious Disease</i>
4219.42	<i>Exposure Control Plan for Bloodborne Pathogens</i>
4219.42-E(1)	<i>Exposure Control Plan for Bloodborne Pathogens</i>
4219.43	<i>Universal Precautions</i>
4222	<i>Teacher Aides/Paraprofessionals</i>
4257	<i>Employee Safety</i>
4258	<i>Employee Security</i>
4261	<i>Leaves</i>
4313.5	<i>Working Remotely</i>
4319.11	<i>Sexual Harassment</i>
4319.12	<i>Title IX Sexual Harassment Complaint Procedures</i>
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4319.43	<i>Universal Precautions</i>
4357	<i>Employee Safety</i>
4358	<i>Employee Security</i>
4361	<i>Leaves</i>
5020	<i>Parent Rights And Responsibilities</i>
5030	<i>Student Wellness</i>
5113.1	<i>Chronic Absence And Truancy</i>
5121	<i>Grades/Evaluation Of Student Achievement</i>
5131	<i>Conduct</i>
5131.2	<i>Bullying</i>
5131.6	<i>Alcohol And Other Drugs</i>
5131.63	<i>Steroids</i>
5137	<i>Positive School Climate</i>
5138	<i>Conflict Resolution/Peer Mediation</i>
5141.21	<i>Administering Medication And Monitoring Health Conditions</i>
5141.22	<i>Infectious Diseases</i>
5141.4	<i>Child Abuse Prevention And Reporting</i>
5141.5	<i>Mental Health</i>
5141.52	<i>Suicide Prevention</i>
5144	<i>Discipline</i>
5145.12	<i>Search And Seizure</i>
5145.3	<i>Nondiscrimination/Harassment</i>
5145.7	<i>Sexual Harassment</i>
5145.71	<i>Title IX Sexual Harassment Complaint Procedures</i>
5145.71-E(1)	<i>Title IX Sexual Harassment Complaint Procedures</i>
5145.9	<i>Hate-Motivated Behavior</i>
5146	<i>Married/Pregnant/Parenting Students</i>
5147	<i>Dropout Prevention</i>
5148	<i>Child Care And Development</i>
5148.2	<i>Before/After School Programs</i>
5148.3	<i>Preschool/Early Childhood Education</i>
6000	<i>Concepts And Roles</i>
6011	<i>Academic Standards</i>
6020	<i>Parent Involvement</i>
6111	<i>School Calendar</i>
6116	<i>Classroom Interruptions</i>
6120	<i>Response To Instruction And Intervention</i>
6141	<i>Curriculum Development And Evaluation</i>
6141.4	<i>International Baccalaureate Program</i>
6141.5	<i>Advanced Placement</i>

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6142.1	<i>Sexual Health And HIV/AIDS Prevention Instruction</i>
6142.2	<i>World Language Instruction</i>
6142.3	<i>Civic Education</i>
6142.5	<i>Environmental Education</i>
6142.6	<i>Visual And Performing Arts Education</i>
6142.7	<i>Physical Education And Activity</i>
6142.8	<i>Comprehensive Health Education</i>
6142.91	<i>Reading/Language Arts Instruction</i>
6142.92	<i>Mathematics Instruction</i>
6142.93	<i>Science Instruction</i>
6142.94	<i>History-Social Science Instruction</i>
6152.1	<i>Placement In Mathematics Courses</i>
6154	<i>Homework/Makeup Work</i>
6158	<i>Independent Study</i>
6162.5	<i>Student Assessment</i>
6162.6	<i>Use Of Copyrighted Materials</i>
6163.1	<i>Library Media Centers</i>
6163.4	<i>Student Use Of Technology</i>
6163.4-E(1)	<i>Student Use Of Technology</i>
6164.2	<i>Guidance/Counseling Services</i>
6164.5	<i>Student Success Teams</i>
6170.1	<i>Transitional Kindergarten</i>
6171	<i>Title I Programs</i>
6172	<i>Gifted And Talented Student Program</i>
6173	<i>Education For Homeless Children</i>
6173-E(1)	<i>Education For Homeless Children</i>
6173-E(2)	<i>Education For Homeless Children</i>
6173.1	<i>Education For Foster Youth</i>
6173.2	<i>Education Of Children Of Military Families</i>
6173.4	<i>Title VI Indian Education Program</i>
6174	<i>Education For English Learners</i>
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6178	<i>Career Technical Education</i>
6184	<i>Continuation Education</i>
6200	<i>Adult Education</i>

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