

MODESTO CITY SCHOOLS

Board Policy

BP 4331

PERSONNEL

Staff Development - Management

The Governing Board recognizes that professional development enhances employee effectiveness and contributes to personal growth. Staff development for administrative and supervisory personnel shall be designed to guide institutional improvement, build leadership skills, and enhance overall management efficiency.

The Superintendent or designee shall develop a plan for administrator support and development activities that is based on a systematic assessment of the needs of district students and staff and is aligned to the district's vision, goals, local control and accountability plan, and other comprehensive plans.

The district's staff development program for district and school administrators may include, but is not limited to, the following topics:

1. Personnel management, including best practices on hiring, recruitment, assignment, and retention of staff
2. Effective fiscal management and accountability practices
3. Academic standards and standards-aligned curriculum and instructional materials
4. Leadership training to improve the academic achievement of all students, including capacity building in pedagogies of learning, instructional strategies that meet the varied learning needs of students, and student motivation
5. The use of student assessments, including analysis of disaggregated assessment results to identify needs and progress of student groups

PERSONNEL

Staff Development - Management

6. The use of technology to improve student performance and district operations
7. Creation of safe and inclusive school environments
8. Parental involvement and community collaboration
9. Employee relations
10. Effective school and district planning processes
11. 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
12. Knowledge of topics related to student mental and physical health, safety, and welfare, which may include social-emotional learning and trauma-informed practices

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

The Superintendent or designee shall evaluate the benefit to staff and students of professional development activities.

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.

State References

Ed. Code 44681-44689.2
Ed. Code 52060-52077

Description

Administrator training and evaluation
Local control and accountability plan

Management Resources

Website

Description

CSBA District and County Office of Education
Legal Services

PERSONNEL**Staff Development - Management**

<i>Website</i>	<i>Association of California School Administrators</i>
<i>Website</i>	<i>Commission on Teacher Credentialing</i>
<i>Website</i>	<i>WestEd</i>
<i>Website</i>	<i>California Department of Education</i>
<i>WestEd Publication</i>	<i>California Professional Standards for Educational Leaders, 2001</i>
<u>Cross References</u>	<u>Description</u>
<i>0000</i>	<i>Vision</i>
<i>0100</i>	<i>Philosophy</i>
<i>0200</i>	<i>Goals For The School District</i>
<i>0410</i>	<i>Nondiscrimination In District Programs And Activities</i>
<i>0415</i>	<i>Equity</i>
<i>0420</i>	<i>School Plans/Site Councils</i>
<i>0440</i>	<i>District Technology Plan</i>
<i>0450</i>	<i>Comprehensive Safety Plan</i>
<i>0460</i>	<i>Local Control And Accountability Plan</i>
<i>0470</i>	<i>COVID-19 Mitigation Plan</i>
<i>0500</i>	<i>Accountability</i>
<i>1100</i>	<i>Communication With The Public</i>
<i>1113</i>	<i>District And School Web Sites</i>
<i>1113-E(1)</i>	<i>District And School Web Sites</i>
<i>1114</i>	<i>District-Sponsored Social Media</i>
<i>1240</i>	<i>Volunteer Assistance</i>
<i>1312.3</i>	<i>Uniform Complaint Procedures</i>
<i>1312.3-E(1)</i>	<i>Uniform Complaint Procedures</i>
<i>1312.3-E(2)</i>	<i>Uniform Complaint Procedures</i>
<i>1313</i>	<i>Civility</i>
<i>3100</i>	<i>Budget</i>
<i>3230</i>	<i>Federal Grant Funds</i>
<i>3260</i>	<i>Fees And Charges</i>
<i>3350</i>	<i>Travel Expenses</i>
<i>3460</i>	<i>Financial Reports And Accountability</i>
<i>3511.1</i>	<i>Integrated Waste Management</i>
<i>3514</i>	<i>Environmental Safety</i>
<i>3514.1</i>	<i>Hazardous Substances</i>
<i>3515</i>	<i>Campus Security</i>
<i>3515.2</i>	<i>Disruptions</i>
<i>3516</i>	<i>Emergencies And Disaster Preparedness Plan</i>
<i>3516.2</i>	<i>Bomb Threats</i>
<i>3516.3</i>	<i>Earthquake Emergency Procedure System</i>
<i>3542</i>	<i>School Bus Drivers</i>
<i>3551</i>	<i>Food Service Operations/Cafeteria Fund</i>

PERSONNEL**Staff Development - Management**

3552	<i>Summer Meal 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>
4111	<i>Recruitment And Selection</i>
4112.23	<i>Special Education Staff</i>
4113	<i>Assignment</i>
4119.21	<i>Professional Standards</i>
4119.21-E(1)	<i>Professional Standards</i>
4119.41	<i>Employees With Infectious Disease</i>
4157	<i>Employee Safety</i>
4158	<i>Employee Security</i>
4161	<i>Leaves</i>
4211	<i>Recruitment And Selection</i>
4219.21	<i>Professional Standards</i>
4219.21-E(1)	<i>Professional Standards</i>
4219.41	<i>Employees With Infectious Disease</i>
4257	<i>Employee Safety</i>
4258	<i>Employee Security</i>
4261	<i>Leaves</i>
4311	<i>Recruitment And Selection</i>
4315	<i>Evaluation/Supervision</i>
4319.21	<i>Professional Standards</i>
4319.21-E(1)	<i>Professional Standards</i>
4319.41	<i>Employees With Infectious Disease</i>
4357	<i>Employee Safety</i>
4358	<i>Employee Security</i>
4361	<i>Leaves</i>
5137	<i>Positive School Climate</i>
5141.4	<i>Child Abuse Prevention And Reporting</i>
5141.52	<i>Suicide Prevention</i>
5145.12	<i>Search And Seizure</i>
5145.3	<i>Nondiscrimination/Harassment</i>
5145.9	<i>Hate-Motivated Behavior</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>
6120	<i>Response To Instruction And Intervention</i>

PERSONNEL

Staff Development - Management

6141	<i>Curriculum Development And Evaluation</i>
6142.91	<i>Reading/Language Arts Instruction</i>
6142.92	<i>Mathematics Instruction</i>
6142.93	<i>Science Instruction</i>
6161.1	<i>Selection And Evaluation Of Instructional Materials</i>
6161.1-E(1)	<i>Selection And Evaluation Of Instructional Materials</i>
6162.5	<i>Student Assessment</i>
6162.51	<i>State Academic Achievement Tests</i>
6162.6	<i>Use Of Copyrighted Materials</i>
6163.1	<i>Library Media Centers</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>
6175	<i>Migrant Education Program</i>
6178	<i>Career Technical Education</i>

REVISED: March 1, 1982
May 15, 2023