4331 Staff Development – Administrative and Supervisory Personnel

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 subgroups.

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.

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.

<u>**Board Approved:**</u>
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