

Personnel

Staff Development

Classified staff shall have opportunities to participate in staff development activities in order to improve job skills and/or retrain to meet changing conditions in the district.

The Superintendent or designee shall develop a program of ongoing staff development which may include, but not be limited to, activities related to:

1. General workplace skills and/or skills and knowledge specific to the duties of each classified position
2. The role of classified staff in achieving district goals and promoting student achievement
3. The use of technologies to improve job performance
4. Effective communication and interaction with other staff, students, parents/guardians, and community members
5. Topics related to student health, safety, and welfare
6. Topics related to employee health, safety, and security
7. For classroom instructional aides, staff development activities may also include academic content of the core curriculum; teaching strategies; classroom management; or other training designed to improve student performance, conflict resolution, and intolerance and hatred prevention

The Superintendent or designee shall involve classified staff, site and district administrators, and others, as appropriate, in the development of the district's staff development program. He/she shall ensure that the district's staff development program is aligned with district goals, school improvement objectives, and school plans.

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

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

The Superintendent or designee shall report to the Board regarding the staff development program.

Legal Reference:

EDUCATION CODE

[41530-41532](#) Professional Development Block Grant

[44032](#) Travel expense payment

[44390-44393](#) California School Paraprofessional Teacher Training Program

[45380-45387](#) Retraining and study leave (classified)

[56240-56245](#) Staff development; service to persons with disabilities

REPEALED EDUCATION CODE FOR CATEGORICAL PROGRAMS

[44579-44579.6](#) Instructional Time and Staff Development Reform Program

GOVERNMENT CODE

[3543.2](#) Scope of representation of employee organization

PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS

United Faculty of Contra Costa Community College District v. Contra Costa Community College District, (1990)

PERB Order No. 804, 14 PERC P21, 085