

***Riverside County Office of Education***  
***Board Policy 4131 Staff Development***

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**PERSONNEL**

**SUBJECT: Staff Development**

The County Board of Education and the County Superintendent of Schools believe that, in order to maximize student learning achievement, and well-being, certificated staff members must be continuously learning and improving relevant skills. The County Superintendent or designee shall develop a program of ongoing professional development which includes opportunities for teachers and certificated teaching assistants 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.

(cf. 6111 - School Calendar)

The County Office of Education's staff development program shall assist certificated staff in developing knowledge and skills, including, but is not limited to:

1. Mastery of subject matter knowledge, including academic content in the core curriculum and academic standards

(cf. 6011 - Academic Standards)

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

(cf. 6142.7 - Physical Education)

(cf. 6142.8 - Comprehensive Health Education)

(cf. 6142.91 - Reading/Language Arts Instruction)

(cf. 6142.92 - Mathematics Instruction)

(cf. 6142.93 - Science Instruction)

2. Effective, subject-specific teaching methods, strategies, and skills

3. The use of technologies to enhance instruction and learning, including fact-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

(cf. 4112.22 - Staff Teaching Students of Limited English Proficiency)

(cf. 4112.23 - Special Education Staff)

(cf. 5149 - At-Risk Students)

(cf. 6171 - Title I Programs)

(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. Understanding of how academic and career technical instruction can be integrated and

***Riverside County Office of Education  
Board Policy 4131 Staff Development***

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implemented to increase student learning

6. Knowledge of strategies that enable 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. Effective classroom management skills and strategies for establishing a climate that promotes respect, fairness, and discipline, acceptance, and civility, including conflict resolution, intolerance, and hatred prevention, and positive behavioral interventions and supports

(cf. 5138 - Conflict Resolution/Peer Mediation)

(cf. 5145.9 - Hate-Motivated Behavior)

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

(cf. 5121 - Grades/Evaluation of Student Performance)

(cf. 6162.5 - Student Assessment)

10. Knowledge of Topics related to student health, safety, and welfare

(cf. 0450 - Comprehensive Safety Plan)

(cf. 3515.5 - Sex Offender Notification)

(cf. 5030 - Student Wellness)

(cf. 5131.6 - Alcohol and Other Drugs)

(cf. 5131.63 - Steroids)

(cf. 5141.21 - Administering Medication and Monitoring Health Conditions)

(cf. 5141.4 - Child Abuse Prevention and Reporting)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

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

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

(cf. 4119.43/4219.43/4319.43 - Universal Precautions)

(cf. 4157/4257/4357 - Employee Safety)

(cf. 4158/4258/4358 - Employee Security)

As necessary, teachers shall receive professional development, as defined in 20 USC 7801, which is designed to help them meet the requirements of federal law for teachers of core academic subjects. (20 USC 6319) (cf. 4112.2 - Certification) (cf. 4112.24 - Teacher Qualifications Under the No Child Left Behind Act)

***Riverside County Office of Education***  
***Board Policy 4131 Staff Development***

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The County Superintendent or designee may, in conjunction with teachers, interns, and administrators, as appropriate, develop an individualized program of professional growth which increases 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.

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)

(cf. 4112.21 - Interns)  
 (cf. 4131.1 - Beginning Teacher Support/Induction)  
 (cf. 4138 - Mentor Teachers)

The County Office of Education's staff evaluation process may be used to recommend additional staff development for individual employees.

(cf. 4115 - Evaluation/Supervision)  
 (cf. 4139 - Peer Assistance and Review)

The County Superintendent or designee shall involve teachers, site administrators, and others, as appropriate, in the development of the County Office of Education's staff development program. The County Superintendent or designee shall ensure that the County Office of Education's staff development program is aligned with County Office of Education priorities for student learning, achievement, and well-being, school improvement objectives, the local control and accountability plan, and school plans.

(cf. 0000 – Concepts and Roles)  
 (cf. 0420 - School Plans/Site Councils)  
 (cf. 0420.1 - School-Based Program Coordination)  
 (cf. 0520 - Intervention for Underperforming Schools)  
 (cf. 0520.1 - High Priority Schools Grant Program)  
 (cf. 0520.2 - Title I Program Improvement Schools)  
 (cf. 0520.3 - Title I Program Improvement Districts)  
 (cf. 0520.4 - Quality Education Investment Schools)

The County Office of Education may budget funds for actual and reasonable expenses incurred by staff who participate in staff development activities.

The County Superintendent or designee shall provide a means for continual evaluation of the benefit of staff development activities to both staff and students. The County Office of Education may revise the program as necessary in order to ensure that the staff development program

***Riverside County Office of Education  
Board Policy 4131 Staff Development***

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supports the County Office of Education's priorities for student achievement and well-being.

**Legal Reference:**

**EDUCATION CODE**

41520-41522 Teacher Credentialing Block Grant, including beginning teacher support 41530-

41532 Professional Development Block Grant

44032 Travel expense payment

44259.5 Standards for teacher preparation

44277 Professional growth programs for individual teachers

44279.1-44279.7 Beginning Teacher Support and Assessment Program (BTSA) 44560-44562

Certificated Staff Mentoring Program

44570-44578 Inservice training, secondary education 44580-44591 Inservice training, elementary teachers

44630-44643 Professional Development and Program Improvement Act of 1968 44700-44705

Classroom teacher instructional improvement program

44735 Teaching as a Priority; teacher recruitment and retention in high-priority schools 44755-

44757.5 Inservice training in reading instruction, grades K-3

48980 Notification of parents/guardians: schedule of minimum days 52800-52870 School-Based Program Coordination Act

56240-56245 Staff development; service to persons with disabilities 99200-99206 Subject matter projects

99220-99227 California Professional Development Institutes

99230-99242 Mathematics and Reading Professional Development Program

**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

**CODE OF REGULATIONS, TITLE 5**

6100-6125 Teacher qualifications, No Child Left Behind Act

11980-11986 Mathematics and Reading Professional Development Program 13025-13044

Professional development and program improvement

**UNITED STATES CODE, TITLE 20**

6319 Highly qualified teachers

6601-6702 Preparing, Training and Recruiting High Quality Teachers and Principals 7801

Definitions, highly qualified teacher

**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

**Management Resources:**

**CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS**

NCLB Teacher Requirements Resource Guide, March 2004

**COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS**

California Standards for the Teaching Profession, 1997

**WEB SITES**

Beginning Teacher Support and Assessment: <http://www.btsa.ca.gov> California

Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

***Riverside County Office of Education***  
***Board Policy 4131 Staff Development***

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California Department of Education, Professional Development:

<http://www.cde.ca.gov/pd>

California Subject Matter Projects: <http://csmpp.ucop.edu>