

CLASSIFICATION: Certificated Personnel**ADOPTED: 6/14/95****REVISED:****SUBJECT: Staff Development/Professional Growth****PAGE: 1 of 1**

The County Superintendent of Schools recognizes that a competent well-trained staff is essential to carrying out the goals of the San Diego County Office of Education. Besides providing opportunities for personal growth, staff development is viewed as a necessary, continuous, and systematic effort to improve educational programs by involving all employees in activities that improve their skills and broaden their perceptions.

It is recognized that the County Superintendent of Schools shares with the staff the responsibility of upgrading and updating abilities, performance, knowledge and attitudes. In a rapidly changing society, teachers must constantly review curriculum content, teaching methods and materials, and related goals.

Employees should be provided opportunities to develop increased competence beyond that which may be attained through the performance of assigned duties.

Special emphasis should be made to better prepare teachers and other personnel to meet the needs of students from diverse cultural and ethnic backgrounds. Management personnel, teachers and parent/guardian advisory groups should cooperate in planning and implementing such programs.

In order to respond directly to the educational needs of students, staff development activities may include:

1. Content areas such as language arts, reading and writing, mathematics, social science, and science.
2. Methodological areas such as motivation, teaching techniques, and classroom management.
3. Affective areas such as interpersonal relations between students and faculty, student growth and development, and staff communication, problem solving and decision-making.
4. Administrative issues such as those in the personnel and fiscal areas.

Legal Reference: Education Code
44277 - 44279, 44560, 44570 - 44578, 44580 - 44591, 44630 - 44643,
44681 - 44689