

**SP4331 Staff Development  
Personnel**

**Status:** ADOPTED  
February 2014

The Modoc County Superintendent of Schools recognizes that professional development enhances employee effectiveness and contributes to personal growth. Staff development for administrative, supervisory and confidential personnel shall be designed to guide instructional improvement, build leadership skills, and enhance overall management efficiency.

The County Superintendent or designee shall develop a plan for administrator support and development activities based on a systematic assessment of the needs of County Office students and staff and aligned to the County Office's vision, goals, local control and accountability plan, and other comprehensive plans. The County Office's staff development program for county 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 County Office's staff evaluation process may be used to recommend additional staff development for individual employees.

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

44681-44689.2 Administrator training and evaluation  
52060-52077 Local control and accountability plan