
CLOVIS UNIFIED SCHOOL DISTRICT

PERSONNEL

Administrative and Supervisory

STAFF DEVELOPMENT – ADMINISTRATIVE AND SUPERVISORY

PURPOSE: To establish policy and procedures for staff development for administrative and supervisory employees.

The 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.

All District administrators will continue a course of professional development throughout the tenure of their administrative position. Through leadership meetings, area/departmental meetings, conference attendance and other professional affiliations, District administrators will expand and refine their skills in leadership, management, personnel, teaching and learning, fiscal management and legal issues.

The Superintendent or designee shall develop a plan for administrator support and development activities based upon a systematic assessment of the needs of District students and staff and 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 address general workplace skills and/or skills and knowledge specific to the duties of each administrative position, as set forth in Education Code section 44683, and including, but not limited to:

- Personnel management and employee relations.
- Fiscal management and accountability practices.
- Academic standards and standards-aligned curriculum and instructional materials.
- Leadership training.
- Student assessment.
- Use of technology to improve student performance and District operations.
- Creation of safe and inclusive school environments.
- Community collaboration.
- School and District planning.

Administrative and supervisory employees shall be provided opportunities to develop increased competence beyond that which may be attained through the performance of assigned duties, and to develop additional knowledge and skills as appropriate. In addition, training will focus on transmitting the District culture and its mission, tradition, and philosophy, and in promoting positive attitudes and behavior toward the District's culturally and ethnically diverse students and employees. Special emphasis shall be made to better prepare administrative and supervisory staff to meet the needs of students from diverse cultural and ethnic backgrounds.

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The District's staff evaluation process may be used to recommend additional staff development for individual administrative or supervisory employees.

The Superintendent or designee shall provide a means for continual evaluation of the benefit of staff development activities to administrative or supervisory staff and students and shall report to the Board regarding the effectiveness of the staff development program. Based on the Superintendent or designee reports, the Board may revise the program as necessary to ensure that the staff development program supports the District's priorities for student achievement.

Adopted: 10/21/2020

EDUCATION CODE

44681-44689.2 Administrator training and evaluation

52060-52077 Local control and accountability plan

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