



# Huntington Beach Union High School District Board Policies and Administrative Regulations

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## Certificated Personnel

### Staff Development

The district shall maintain a staff development program, which is consistent with the district educational priorities, meets the individual and collective professional needs of staff members, facilitates the educational program of the district, and results from the coordinated expenditure of funds from a variety of sources.

Specifically, the objectives of the program shall be to meet staff needs for:

1. Improvement of instruction and curriculum;
2. Improvement of communications and working relationships between and among all components of the educational community: students, parents, teachers, classified staff, guidance personnel, administrators, and Governing Board;
3. Bringing about, managing, and coping with change, both mandatory and voluntary, in the educational program.

### Probationary Certificated Employees

The Governing Board recognizes the need for the continuous training of new certificated teachers to improve their classroom performance and instruction. Probationary employees shall receive training, assistance and evaluations consistent with their needs as new teachers and shall be given the opportunity to increase their competency as teachers through the staff development program of the district.

Evaluation and assessment of the performance of each probationary employee shall be made on a continuing basis, at least once every school year. Instructional or administrative staff, as assigned by the Superintendent, shall assist probationary employees with needed training. The Governing Board shall review this policy annually.

(cf. 4115 - Evaluation)

(cf. 4116 - Probationary/Permanent Status)

Staff Development (continued)

Retraining

The Governing Board recognizes its responsibility to provide staff development opportunities to staff members required to assume teaching assignments in instructional areas where they do not possess current knowledge.

Legal Reference:

EDUCATION CODE

10304	44670-44680.9
35160.5	44682 et seq.
44032	44700 et seq.
44277	44830.3
44327	52000
44560	52022
44570-44578	52034(g)
44580-44591	52043
44630-44643	