

PROFESSIONAL LEARNING AND STAFF DEVELOPMENT

The Albemarle County School Board provides a program of high-quality professional development/learning

- in the use and documentation of performance standards and evaluation criteria based on student academic progress and skills for teachers and licensed administrators to clarify roles and performance expectations and to facilitate the successful implementation of instructional programs that promote student achievement at the school and classroom levels;
- as part of the license renewal process, to assist teachers and principals in acquiring the skills needed to work with gifted students, students with special capacities, and students who have been identified as English language learners to increase student achievement and expand the knowledge and skills students require to meet the standards for academic performance set by the Board of Education;
- in educational technology for all instructional personnel which is designed to facilitate integration of computer skills and related technology into the curricula,
- for licensed administrative personnel designed to increase proficiency in instructional leadership and management, including training in the evaluation and documentation of teacher and administrator performance based on student academic progress and the skills and knowledge of such instructional or administrative personnel;
- designed to educate School Board employees about bullying as defined in Va. Code § 22.1-276.01 and the need to create a bully-free environment;
- to align professional practices with the Board's strategic plan, priorities and initiatives; and vetted to determine whether or not it is likely to close achievement gaps.

In addition, the Board provides teachers and principals with high-quality professional development each year in:

- instructional content;
- instructional practices for equitable outcomes;
- the preparation of tests and other assessment measures;
- methods for assessing the progress of individual students, including Standards of Learning assessment materials or other criterion-referenced tests that match locally developed objectives;
- instruction and remediation techniques in English, mathematics, science and history and social science;
- interpreting test data for instructional purposes;
- technology applications to implement the Standards of Learning; and
- effective classroom management.

All licensed personnel are required to participate each year in professional development/learning activities. However, no elementary or secondary school teacher is required to participate more than once every five years in training regarding appropriate management of student conduct and student offenses in violation of School Board policies or relating to secure mandatory test violations as set forth in Va. Code §§ 22.1-19.1 and 22.1-292.1 unless the School Board or superintendent determines that additional training is necessary to comply with federal or state law or to remediate misconduct. Each teacher who completes such training must sign a written attestation that the teacher has been trained in and understands the relevant subject matter.

As identified in the Strategic Plan, ACPS will ensure that all licensed staff members earn an ACPS-specific Culturally Responsive Teaching micro-credential or certification within their first three years of employment or by 2026 for teachers under contract as of the 2020-2021 school year.

Additionally, the Board will provide high-quality professional development and training in science-based reading research and evidence-based literacy instruction, in alignment with the Virginia Literacy Act of Va. Code § 22.1-253.13:5 or an alternative program that consists of evidence-based literacy instruction and aligns with science-based reading research approved by the Department, for:

each elementary school principal and each teacher with an endorsement in early/primary education preschool through grade three, elementary education preschool through grade six, special education general curriculum kindergarten through grade 12, special education deaf and hard of hearing preschool through grade 12, special education blindness/visual impairments preschool through grade 12, or English as a second language preschool through grade 12, or as a reading specialist that builds proficiency in evidence-based literacy instruction and science-based reading research in order to aid in the licensure renewal process for such individuals;

each teacher with an endorsement in middle education grades six through eight who teaches English that builds proficiency in evidence-based literacy instruction and science-based reading research; and

each middle school principal and teacher with an endorsement in middle education grades six through eight who teaches mathematics, science, or history and social science that builds an awareness of evidence-based literacy instruction and science-based reading research.

Furthermore, each teacher and instructional assistant, is required to complete a mental health awareness training or similar program.

Every employee holding a license issued by the Board of Education is required to complete cultural competency training, in accordance with guidance issued by the Board of Education, at least every two years. ~~Each employee required to complete cultural competency training must complete at least one such training no later than the beginning of the 2022-2023 school year.~~

The Board annually reviews its professional development/learning program for quality, effectiveness, participation by licensed personnel and relevancy to the instructional needs of teachers, the ability to close achievement gaps, and the academic achievement needs of all students in the school division.

Adopted: September 12, 2019

Reviewed: September 9, 2021

Equity Review: September 9, 2021

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-23.3, 22.1-253.13:5, 22.1-276.01, 22.1-291.4, 22.1-298.6, 22.1-298.7, and **22.1-253.13:5**.

Cross Ref.: AE, *School Division Goals and Objectives*

GCA, *Personnel – Definitions*

GCC, *Leave Program*

GCLA, *Professional Learning Time and Leave*

GCLC, *Payment for Advanced Degrees*

JBA, *Policy on the Treatment of Transgender and Gender-Expansive Students*