

## **PERSONNEL DEVELOPMENT**

The SELPA shall take steps to assist member LEAs in ensuring that personnel providing special education and related services meet the highly qualified requirements as defined under federal law, including that those personnel have the content knowledge and skills to serve children with disabilities. Such steps shall include collaboration with local colleges and universities pertaining to teacher education program design and supervision of student teachers and interns, as well as provision of ongoing staff development activities for school personnel.

The SELPA shall coordinate the ongoing program of personnel development based upon needs assessments that are completed by special educators in the spring of each school year. The SELPA staff develops the needs assessment with input provided by the Program Advisory Counsel. The SELPA Executive Director approves the resulting annual personnel development plan.

The personnel development plan shall include opportunities for all school personnel to participate in ongoing development activities. Planned activities will be provided in collaboration and coordination with staff development activities offered by LEAs within the SELPA and community agencies. A reasonable budget to cover necessary expenses for personnel development activities will be developed annually. Efforts will be made to operate the personnel development program within the funding received by the SELPA specifically for staff development.

Evaluation and modification of personnel development program will occur on a continuing basis. Shasta SELPA builds capacity through a variety of means including, but not limited to the following:

- LEA support – Provision of feedback and assistance in the provision of special education services through site visits and consultations.
- Centralized comprehensive staff development – Development and provision of comprehensive series emphasizing evidence-based best practices to enhance implementation of special education programs.
- Collaborative workgroups – Leadership in collaborative workgroups that address specific topics of interest in special education.
- Evidence-based practice resources – Research updates made available via the SELPA website.
- Presentations for district use – Provision of professional development resources for LEA use on specific special education topics
- Certification in emergency intervention training
- Standards for training and supervision of paraprofessionals

Citations: Education Code §§ 56195.7, 56368