

PROFESSIONAL STAFF DEVELOPMENT

The Alexandria City School Board provides a program of high-quality professional development:

- (i) in the use and documentation of performance standards and evaluation criteria based on student academic progress and skills for teachers and 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;
- (ii) as part of the license renewal process, to assist teachers and principals in acquiring the skills needed to work with gifted students, students with disabilities, and students who have been identified as having limited English proficiency and to increase student achievement and expand the knowledge and skills students require to meet the standards of academic performance set by the Virginia Board of Education;
- (iii) in educational technology for all instructional personnel which is designed to facilitate integration of computer skills and related technology into the curricula;
- (iv) for 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; and that is
- (v) 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.

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

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

All instructional personnel are required to participate each year in professional development programs.

[Teachers, administrators, and other personnel who support and interact with students employed on a full-time basis are required to complete a mental health awareness training or similar program.](#)

The Board annually reviews its professional development program for quality, effectiveness,

participation by instructional personnel, and relevancy to the instructional needs of teachers and the academic achievement needs of the students ~~of in~~ the ~~school d~~Division.

Adopted: November 17, 1998

Amended: July 6, 2000

Amended: April 20, 2006

Amended: September 20, 2007

Amended: December 3, 2015

Amended: February 20, 2020

[Amended:](#)

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-78, 22.1-253.13:5, 22.1-276.01, [22.1-291.4 and 22.1-298.6.](#)

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