

PROFESSIONAL DEVELOPMENT POLICY

Rationale:

- Focused and needs driven professional development programs provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.
- PD linked directly to Strategic Plan and AIP

Aims:

- To provide opportunity for all staff to further their professional skills and/or qualifications in line with school priorities.
- To provide opportunities for staff to further develop their awareness, knowledge and skills in current teaching and learning practices.
- To develop teachers with enhanced skills that in turn will improve student learning.
- To ensure all school councillors and volunteers have the opportunity to develop the skills they need to exercise their responsibilities in the most effective manner.
- To develop and maintain a performance and development culture through a coordinated PD approach.

Implementation:

- The preferred choice of PD is either internal or an external presenter delivering PD at our school.
- Each individual's professional development is a shared responsibility between the school and the staff member.
- Each staff member will develop a personal professional development plan [part of their performance review] that is in line with the School Strategic Plan.
- The personal professional development plan will allow for both school identified needs, and those of a personal interest.
- A Professional Development Committee will be formed each year. Their role will be to advise staff of professional development opportunities, which in turn will reflect individual staff needs as identified in performance review plans. The committee will also play a role in coordinating and organising professional development activities for individuals and the whole school.
- For external PD, it is the preferred option that staff attend sessions in groups of 2,3 or 4.
- A budget will be allocated to professional development each year and adhered to. Budget implementation will allow, over time, for equity of resources amongst staff, and include an amount for incidental professional development. The professional development committee will be responsible for its implementation.
- Staff are encouraged to seek and provide professional development from other staff members within the school.
- All staff and councillors attending professional development have a responsibility to report briefly to the remainder of staff/councillors about the activity and its benefits etc.
- All 'teaching' staff meetings will include a Professional Development component.

Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council in....

May 2011