



PROFESSIONAL DEVELOPMENT POLICY

Rationale:

- Focussed and needs driven professional development programs provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.
- Improved effective school governance and decision making.

Aims:

- To provide opportunity for all staff to further their professional skills and/or qualifications.
- 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 have the opportunity to develop the skills they need to exercise their responsibilities in the most effective manner.

Implementation:

- Ongoing and needs driven professional development is an obligation of all professionals, including teachers, administrative and leadership staff, aides and some volunteers.
- Each individual's professional development is a shared responsibility between the school and the staff member.
- Staff personal development will reflect school priorities and departmental initiatives.
- Each staff member's performance will be monitored each year, and feedback from student learning data, peers, mentors and coaches will all play significant roles in determining professional development goals.
- The personal professional development plan will allow for school identified needs, identified areas of personal need, and areas of personal interest.
- 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 Principal & Assistant Principal will be responsible for its implementation.
- Staff are encouraged to seek (and provide) professional development from other staff members.
- 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.

Evaluation:

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

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

August 2016