

Staff Development

3.7

Rationale

1. Professional learning and development improves both teaching effectiveness and the learning outcomes for students. The school's strategic and annual planning process should inform professional development goals and priorities each year.

Requirements

1. Staff development goals will be set annually as part of the annual planning process.
2. The Senior Leadership team will be responsible for planning and organising staff development activities.
3. Staff will be actively encouraged and supported to attend conferences, subject association and other professional association meetings.
4. Provision of professional development for the non-teaching staff will be the responsibility of the relevant HOD or the Business Manager in the case of other support staff.
5. Reimbursement for travel will be met from the general staff reimbursement budget.
8. Teachers are to be encouraged to pass on the information they have received from the courses attended.
9. The costs and benefits of the courses need to be considered when allocating time and funds. The relative difficulty of employing relief teachers to replace course attenders, will also be considered, along with any disruption to student learning.

Improvement of Qualifications

1. Any staff member can apply to the Principal for financial assistance towards the cost of enrolment fees for further study. Each application will be considered individually based on the following criteria:
 - a. the need to up-date qualifications and gain expertise to meet changes in the school curriculum, or to gain eligibility for salary scale increases.
 - b. gaining qualifications with the aim of teaching in a particular curriculum area where the school is currently experiencing a shortage of staff.
 - c. agreed course costs would be reimbursed on successful completion of the course.

Adopted by Board of Trustees: 9 December 2019