Teaching Staff Professional Development

Rationale

Quality professional development contributes to the following College goals:

- to employ skilled, qualified, professional, registered staff who are flexible and motivated and able to meet the challenges of providing quality learning opportunities for students;
- improved teaching and learning.

Goal

To provide access for all teaching staff, on an equitable basis, to high quality in-service training and other forms of professional development which reflects the current College strategic plan.

Objectives

1. To ensure professional development stems from the College strategic plan, departmental review, departmental goals and objectives;
2. To ensure professional development needs for individual teachers are identified, planned and documented through the performance appraisal system.
3. To report to the Board of Trustees on the adequacy of the resource and the effectiveness of its use;
4. To ensure that the resources allocated to professional development are used in ways which benefit students.

Guidelines

1. Training which provides benefit for other staff beyond the individual attending will receive priority over training which is purely centred on the individual who attends;
2. Preference should be given to applications which are directly related to the priorities established as part of a teacher's performance appraisal programme;
3. Funds will not be supplied for tertiary study where the staff member is pursuing a qualification unless the person has been directed to that study, or the qualification is approved as being directly relevant to the school's strategic priorities;
4. When considering priorities the system must be aware of reliever costs as a component of the application;
5. Matters of equity must be considered in professional development.
6. The Principal's professional development is financed and administered by the Board of Trustees.
7. All requests for professional development are required to be approved. Staff are to fill out the professional development application form for any professional development request and submit for approval.

8. The Principal (or any one acting for the Principal) must have any requests for professional development approved by the Chairperson of the Board of Trustees.

Approved by: Sonya Gordon

Designation: BOT Chairperson

Date approved: 8th May 2019

Review date: May 2021