



PROFESSIONAL LEARNING AND DEVELOPMENT POLICY

AIM

Opaheke School recognises that staff professional learning and development programmes are essential to support and enhance the skills, professional knowledge, pedagogy and career progression of all staff as well as improve the learning outcomes for all students.

The school's professional learning and development programme will be developed to meet the needs of the school, have a positive impact on teacher practices that enhance student outcomes, as well as meeting the holistic needs of individuals. It will reflect the school wide goals and priorities as documented in the strategic and annual plans.

GUIDELINES

- Professional learning and development should be ongoing and available to all staff.
- Overall planning, budget control and monitoring of professional learning will be the responsibility of the Principal.
- Identify priorities for staff development according to individual and school needs associated with the strategic planning and targets.
- A component for staff development should be included in the school budget.
- The professional learning and development programme will operate at a number of levels (school wide, professional learning groups, clusters, professional communities and individual) Formats may include:
 - Teacher only days, when approved by the Board of Trustees
 - Staff Meetings
 - Professional learning and development courses
 - Professional learning conferences
 - Advanced study
- Expenses will be negotiated with the Principal before a course or development plan is confirmed.
- Additional expenses may be paid for travel for PLD outside of our local area. (See Travel Policy).
- Resources for staff development will include internal expertise, acknowledged personnel from the wider educational community and, where appropriate, from other relevant fields, and professional literature.
- Teachers benefiting from professional learning and development will be expected to share their experiences with others to maximise the experience and expertise acquired.



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- Where selection of staff is necessary, priority will be given to permanent staff, and where the need is deemed to exist by senior leaders.
- The Board of Trustees may approve any of the following (wholly or partially):
 - reimbursement of course fees on successful completion of the course
 - reimbursement of required textbooks/course materials
 - time off from school, without loss of pay, to attend a course, examinations or conference
- The Principal will report during the year detailing professional learning and development completed and possible future directions.
- As covered by the Collective Contract the Board may request professional learning and development call back for teachers (up to 10 days).
- Teacher Only Days covered by the Collective Agreement 2020-2022 will be used to strengthen curriculum progress and achievement practice. The Principal, in consultation with the Board of Trustees will determine the dates of the Teacher Only Days. Parents will be notified of the date the term before.

Signed:


Board of Trustees Chairperson

Date:

3/11/2020