

# STELLA MARIS CATHOLIC SCHOOL

## POLICY: STAFF PROFESSIONAL DEVELOPMENT

### PURPOSE

1. To enable staff to benefit and grow from professional development
2. To enable children to benefit from teachers' enhanced skills, performance, knowledge.
3. To keep teachers up to date with best practice and aware of current educational trends

### PROCEDURES

1. In-service training will mostly consist of whole staff collective learning and professional development. It may also consist of attendance at courses, visits to educational institutions, staff meetings, professionals visiting the school.
2. The leadership team will decide annually which curriculum area/s will be focussed on, and plan resources and personnel needed
3. Professional development will be driven by the schools strategic planning. At times individual members of staff may be given opportunity to attend in-service courses that will meet their own needs. Where appropriate teachers may report on and share new understandings with colleagues.
4. The Personal Development of teachers will be linked to school objectives and reflected in the Performance Management processes and documents, in professional coaching
5. Funding for expenses incurred in staff development will be included in the school budget and approved in advance by the principal.

### POLICY REVIEW DATE

This Policy will be reviewed according to the Board's Effectiveness Review Programme