

POLICY

PROFESSIONAL DEVELOPMENT

RATIONALE

Professional Development by teachers has a positive impact on student and teacher learning.

PURPOSES

- A Staff Professional Development Plan will be developed to ensure that teachers have opportunities to upskill and meet individual and collective needs.
- The programme will:
 - ☐ be based on data collected from self review, performance appraisal and assessment outcomes.
 - ☐ be linked to the school's strategic plan
 - ☐ respond to Ministry of Education initiatives

GUIDELINES

Bombay School's professional development programme will be:

1. School focussed, but responsive to national trends.
2. Collaboratively developed by staff.
3. Linked to the requirements of the Professional Standards for Teachers, The New Zealand Curriculum and National Standards.
4. Supportive of individual and collective professional growth and will address needs at individual, syndicate and school wide levels, for all staff.
5. Consistent with the school's strategic direction and documented in the annual Operation Plan.
6. Subject to review and modification as it receives information from its systems and processes relating to assessment, recording and reporting, teacher performance appraisal and school self review.
7. Approved and resourced by the BOT on the annual recommendation of the principal, with outcomes reported to the BOT.

PROCEDURES

1. A professional development plan and programme will be prepared for the ensuing academic year, having regard for the school's strategic plan and direction, as well as individual and collective needs.
2. Individual / group professional development needs are identified in response to Strategic/Annual plan. These are to be reviewed regularly with regard to MOE and other education agencies related initiatives.
3. Performance related objectives will be attended to on an individual needs basis through a range of professional development opportunities. Requirements for Registration (Provisional and Subject to Confirmation) will be met.
4. All professional development undertaken must be linked to student learning outcomes.
5. Annual Professional development costs will be equitably funded to meet individual / collective needs.

CONCLUSION

School improvement is a consequence of Professional Development.

Formulated:	March 2000	by B. Duckworth & P Brown
Reviewed:	April 2011	
Next review	April 2014	