

Staff Development Policy

Rationale

We in Killean P.S. believe that staff development is central to the future success and growth of our school and the fulfilment of our mission statement "In this school we wish to help each individual realize their full potential and strive to follow the example of Christ"

The process of staff development provides the necessary training and support for all staff to work effectively and grow professionally, both as individuals and as members of a team, thus bringing benefits and opportunities to our pupils and the whole school community.

Purpose

Our staff development process will:

- Contribute to improving and developing the overall effectiveness of the school in our fulfilment of our core mission; realizing the full potential of staff and pupils alike.
- Ensure that all staff are valued and recognised as the school's most important asset.
- Ensure job satisfaction in a climate where personal achievement, individual and team effort and co-operation are valued thus providing for personal advancement within the school or outside it.
- Bring about improvement and development in teaching and learning, in management and leadership skills and in other job related skills in the context of changing educational needs, along with the flexibility and attitude of readiness to acquire these skills in a climate of understanding and support.

Guidelines

- All staff development activity is planned within the context of The School Development Plan and by externally and internally identified priorities e.g. changes in N.I. Curriculum/ annual PRSD review interviews.
- All staff development activity is monitored and evaluated to assess its contribution to school improvement and raising pupil achievement. Evaluation findings are used to inform continuous improvement of staff development activity.
- Financial and other resources for staff development are allocated in relation to requirements of the strategic plan for each school year with reference to the 3 year School Development Plan.

Procedures

Principal/Vice Principal

- (a) to prioritise staff training required in order to meet curricular and pastoral needs identified in SDP or at individual level through participation in annual PRSD review interview.
- (b) to source appropriate training providers(CASS, RTU, SELB) for needs identified at (a) and the organisation of this training.
- (c) to produce strategic staff development plans in line with the current SDP
- (d) to produce a relevant cost/ benefit analysis.

School Management Team

- (a) to make staff aware of development/ training opportunities through the dissemination of SDP; the school management structure and literature promoting dev. courses including those with qualifications.
- (b) to co-operate with principal / vice-principal in identifying staff need and the planning of staff development at all levels through use of SDP or curricular/pastoral demands.
- (c) to encourage as appropriate staff participation in internal curricular/pastoral meetings and to promote enthusiasm for whole school initiatives identified in SDP.
- (d) to monitor/evaluate the effectiveness of staff training in terms of improved practice and to assess the dissemination of good practice on Key Stage/Whole School level.
- (e) to monitor/evaluate the effectiveness of the Staff Dev. Policy in meeting the changing

needs of the school and all staff.

All Staff

- (a) to participate in all school-based INSET training for the purpose of meeting curricular/pastoral needs identified in SDP.

Before Attending Course

- Identify staff dev. opportunity
- Indicate intention to apply as early as possible to SMT or appropriate co-ordinator.
- Evaluate possible effectiveness of course.

After Attending Course

- Evaluate course
- Share good practice / main learning points with SMT and whole staff.