

# Napier Central School



## NAG 3.4 Personnel

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### Professional Development

#### Rationale

Within the organisation of the school provide opportunity for staff to participate in Professional Development Programmes appropriate to each person's Professional Development needs or appropriate as a school wide focus. Professional Development Programmes will enhance the quality of Teaching Practices and subject knowledge in accordance with needs as determined by the teacher and the Principal through appraisal.

#### Objectives

- To establish an overall Professional Development Focus in each year prior to setting the budget based on school and individual needs.
- Each year this involves whole staff professional development on a specific focus eg: In 2013 the focuses were Teaching as Inquiry, Student Inquiry and Boys' Education.
- In addition, and dependent upon the cost of the whole school focus, the school organisation will attempt to allow each staff member at least one opportunity per year as determined by budget to participate in a personal Professional Development Programme as selected by them.
- Professional development programmes will be based on whole school development focuses as well as upon needs identified through the Staff appraisal process.
- Once staff return from Professional Development Training they are to trial their new knowledge and skills and share with their teams.

#### Procedures

1. The Principal may also negotiate with the Board of Trustees for provision in the budget to cover expenses for staff to attend additional Professional Development Courses out of class contact' hours, e.g. Weekends or Holidays eg: The Teachers' Matter course in January 2011. This is in order to promote quality teaching, up date current educational trends, and review present curriculum content and strategies. A proportional ratio will be used to determine the percentage of professional development from the budget for part time staff.
2. An annual budget to be available to meet the Professional Development needs of the staff. Each year prepare a plan for Staff Professional Development.
3. This budget amount will also incorporate money required for relief teachers to release staff to attend such courses which take place during class contact hours.

#### Guidelines

Professional Development is generally based on school wide development goals and individual staff member's needs.

Professional development must be positive and purposeful. The staff member must be positive about professional development courses and must be willing to trial and implement outcomes.

Reviewed 2016