

Hauraki Primary School

Policy Document

Professional Development

Rationale:

All staff must recognise the need to develop, adapt to change, and grow professionally so that teaching and learning practices are aligned to best practice and positively influence students of Hauraki School.

Purpose:

To extend professional skills of all staff that aligns with students' interests and needs.

Guidelines:

- 1) An annual budget is allocated for professional development.
- 2) Collaboration underpins the professional development programme as a means of achieving real and meaningful staff participation in managing the school.
- 3) Beginning teachers will meet regularly with a tutor teacher who will induct as well as provide direction and guidance. Year 1 & Year 2 courses are to be attended as appropriate.
- 4) Individual professional development needs are largely identified and addressed through a combination of in-class observation and self appraisal as set down in the performance management process.
- 5) Where common areas emerge such as external changes regarding professional development needs whole staff development is undertaken.
- 6) Promoting and encouraging expertise and providing both in-service and outside assistance for professional development is encouraged as appropriate.
- 7) Meetings to address staff development needs are held regularly at school, normally weekly. It is expected staff report back where relevant on professional development courses.
- 8) Subscriptions are made to professional associations and publications as appropriate.
- 9) Professional reading for all staff is encouraged.

Signed: _____



Date: 22 / 2 / 2021

Chairperson of Board of Trustees

Review Date: Term 1, 2024