

Hauraki Primary School

Policy Document

Professional Development

Rationale

It is a primary objective of the Hauraki School Board (the Board) to ensure every student at the school is able to attain their highest possible standard in educational achievement. 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 at Hauraki School.

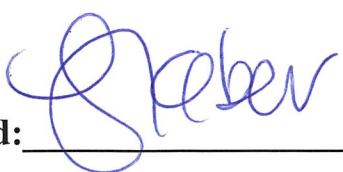
Purpose

To extend the professional skills of all staff and align with students' interests and needs.

Guidelines

1. Collaboration underpins the professional development programme as a means of achieving real and meaningful staff participation in managing the school.
2. Beginning teachers will meet regularly with a tutor teacher who will induct as well as provide direction and guidance. Year 1 and Year 2 courses are to be attended as appropriate.
3. Individual professional development needs are largely identified and addressed through a combination of in-class observation and self-reflection, as set down in the professional growth cycle document.
4. Where common professional development needs emerge, such as external changes to the curriculum, whole staff professional development is undertaken.
5. Promoting and encouraging expertise and providing both in-school and outside assistance for professional development is encouraged as appropriate.
6. 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.
7. Subscriptions are made to professional associations and publications as appropriate.
8. Professional reading for all staff is encouraged.
9. The Board will allocate an annual budget for professional development. Spending under this budget is delegated to the principal, who will ensure that professional development training is aligned to identified needs.

10. Any professional development involving travel is subject to Board approval, in line with the Sensitive Expenditure policy.

Signed: 

Date: 27/3/24

Presiding Member of the Board

Review Date: Term 1 2027

Related policies

- Sensitive expenditure