



402.9AP Staff Professional Learning

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REVIEWED:

BACKGROUND:

Professional learning is a critical component in improving the performance of schools and individuals thereby contributing to growth in the quality of education provided to students. Additionally, a well-designed professional learning program is one of the most crucial tools for developing, motivating and retaining high quality employees.

DEFINITIONS:

Professional learning includes a wide variety of opportunities for the development of knowledge, skills and attitudes leading to improved practice. Professional learning includes practices and activities that teachers and paraprofessionals engage in both individually and collectively. This broad category includes individual professional learning, school-based professional learning, system-level professional learning and in-service education.

Individual professional learning - refers to professional growth experiences, which attend to personally identified learning needs. It is:

- A personal commitment and responsibility.
- A willingness to share personal knowledge and experience.
- A way to keep abreast of current research and practice.
- An opportunity to pursue personal learning activities of the teacher's choice.

School-based professional learning -provides a set of collective experiences involving individuals in the context in which they work. It provides opportunity to:

- Coordinate school improvement initiatives (AIS).
- Develop/reaffirm the philosophy, goals and objectives of their school.
- Evaluate existing schooling and teaching practices.
- Keep abreast of current learning theory and instructional practices
- Engage in a variety of learning experiences

System-level professional learning -provides for more universal growth experiences thought to be of benefit to people from across the Division.

It will:

- Collaboratively establish broad organizational strategic goals that can be interpreted and adapted at each school site.
- Provide programs or access to programs that enhance instructional leadership skills of administrators and other interested educators.

In-service Education or Curriculum In-service - is considered a set of activities, experiences and processes that prepares staff to successfully implement a program or curriculum. In-service education consists of specific short-term orientation and training experiences that will assist teachers directly in carrying out their assignments and assist paraprofessionals or support staff in fulfilling the responsibilities delineated in their job description.

PROCEDURES:

1. The Superintendent or designate, in collaboration with leadership staff, is responsible for planning, implementing and evaluating leadership professional growth.
2. The Superintendent or designate, in collaboration with the leadership team, will develop and submit an annual leadership learning plan that reflects the priorities of the jurisdiction by the last school day of October.
3. The division is encouraged to form a leadership committee to provide support in the development and implementation of the leadership professional learning plan.
4. The Superintendent or designate will ensure that the jurisdictional budget provides funds for professional learning.
5. The jurisdiction will provide information to stakeholders regularly on the importance and success of professional learning for staff.
6. The Principal, in collaboration with staff, is responsible for planning, implementing and evaluating staff professional growth.
7. Principals, in collaboration with stakeholders, will develop and submit an annual staff professional growth plan that reflects the priorities of the jurisdiction and the school by the last school day of October.
8. Principals are encouraged to create a school-level professional learning committee to provide support in the development and implementation of school based professional learning.
9. Principals will ensure that school level budgets provide funds for professional learning.
10. The school will provide information to stakeholders regularly on the importance and success of professional leaning for staff.
11. All professional staff is required to develop and submit a professional growth plan, using a template provided by the division, which reflects the priorities of the school education plan by the last school day in October.