

Hinchliffe Mill Junior and Infant School

Staff Development Policy

(February 2013)

Aims

The aim of this Staff Development Policy is to ensure the operation of an effective development programme which enhances the quality of teaching and learning and afford all colleagues the opportunity to maximise their potential; it is therefore inextricably linked with the School Development Plan, Staff Appraisal and Performance Management.

The school recognises that the staff are its most important resource. The policy is intended for teaching and non-teaching staff.

The school also recognises continuing professional development as a right of all teachers and as a requirement of the DfE, as described in detail within the Teacher Appraisal Policy.

Objectives

1. To make all colleagues aware of their personal contribution to the success of the school.
2. To have strategies for regular review of training and development needs by providing opportunities for staff to identify these through Teacher Appraisal.
3. To ensure that training and development activities relate to the School Development Plan while contributing to the needs of the individual.
4. To ensure that colleagues feel that they are in control and are responsible for their own development by providing opportunity and encouragement to contribute fully towards it.
5. To evaluate the investment in training and development and assess its effectiveness and to aid future planning.

Monitoring and Evaluation

Self review is seen as an integral part of the Appraisal Cycle and Staff Development at Hinchliffe Mill Junior and Infant School.

The role of the co-ordinator

The coordinator will be responsible for the implementation of this policy. The Headteacher is the staff development co-ordinator

This Policy will be reviewed on a biennial basis.