

# **Ysgol Aberconwy**



## **Staff Development & Training**

**POLICY DOCUMENT NO: 41**

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**THIS POLICY HAS BEEN APPROVED BY THE FULL GOVERNING BODY**

**Signed:**

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**LT Link : GM2**

## **STAFF DEVELOPMENT AND TRAINING**

### **Rationale**

The school accepts the definition that “anything which improves the professional skills, expertise and effectiveness of teachers” can be termed professional development. In addition professional development should also include “a systematic attempt to harmonise individuals’ interests and wishes and their assessed requirements for furthering their careers”. The school plans to meet these dual interests and to reconcile them wherever possible.

### **Performance Management and Staff Development**

#### **Purposes**

Staff Development and Training at Ysgol Aberconwy share the same aims and objectives as the Performance Management cycle namely:

The purposes of staff development and training at Ysgol Aberconwy are:

- i. to plan a programme of staff development and training activity which equips staff to respond to change effectively
- ii. to support an annual process of planning of staff development and training activities that involves staff as fully as possible via performance management and provides a sensitive mechanism for identifying needs and assigning priorities
- iii. to cooperate with the LEA and GwE, HEI's and other trainers to exploit training and staff development opportunities to the full
- iv. to ensure that the partnership arrangement with UCW Bangor and Caban is exploited to the full for the sake of the professional development of all concerned
- v. to establish a climate in which change and responsibility is seen as embodying opportunities for staff development. Review of performance makes a contribution to professional growth and development of both the school subject area and the individual member of staff.

#### **Guidelines**

- i. the in-service training programme is planned through an annual process of identifying needs via the School Development Plan, faculty self evaluation reviews and the performance management cycle
- ii. the annual in-service training programme is multi-faceted - it responds to subject specific, cross-curricular, and short and long term personal development needs
- iii. staff development includes not only attending courses, but also planned assignment to short term tasks and/or working groups which extend an individual's experience, consultancy and private study
- iv. the school embarks upon its partnership role with UCW Bangor and Caban enthusiastically, and views the staff development opportunities arising from mentorship very positively
- v. the school will support staff assigned to external educational working groups

- vi. members of staff who undertake private study to gain further qualifications will be supported by the school
- vii. the school will work closely with the most appropriate provider of consultancy to identify an appropriate structure for the basic package of services
- viii. the school regards consultancy and in-house expertise as the most intensive form of INSET, and will seek to take up the opportunities provided to the full.
- ix. the annual INSET and staff development plan is integrated into the process of school development planning in the ways described in the staff handbook
- x. self evaluation is an important component in the staff development programme. It is important that individual development needs identified there are met.
- xi. it is important that all staff development and INSET activities are evaluated so that the quality of future activity may be improved, and so that perception of needs may be refined
- xii. staff development and INSET activity should cause as little disruption as possible to the school work of pupils