

Policy Title	Staff Development		
Date of Issue	November 21, 2000	Related Procedure	
Revision Dates	February 21, 2012 (rev. Rationale-Strategic Plan)	Related Forms	
Review Date	November 1, 2003	Originator	Board of Trustees
References			

Policy:

RATIONALE

Bluewater District School Board Policies will support and provide direction necessary to achieve the Board's Vision, Mission and Strategic Plan priorities.

POLICY

Bluewater District School Board is committed to providing opportunities for ongoing staff development and leadership development for all employee groups in order to achieve:

- **an enhanced learning environment for all staff and students**
- **improved learning for all students**

The Board recognizes that effective staff development is one of the key components of an infrastructure that supports its schools and the system, as a whole, to manage change in a manner that encourages meaningful and sustained renewal and improvement. The Board, through the Staff Development Council, is committed to identifying staff development plans, strategies and budgets as an integral part of all activities.

SYSTEM EXPECTATIONS

1. Staff development activities within the district reflect the research-based principles of effective staff development as follows:

- create, support and reflect a "learning organization" culture
- operate in an environment of mutual trust
- involve staff as learners, and leaders
- are based on knowledge about adult learning
- require and foster the norm of continuous improvement
- are sustained and ongoing
- provide the follow up necessary to ensure improvement
- use content that has proven value
- employ a variety of approaches which provides for multiple levels of involvement
- are supported by modelling, coaching and collective problem solving
- address diversity
- facilitate staff collaboration with, and are supported by, the Board and the school community

2. Staff development opportunities are aligned with and connected to other initiatives and ongoing activities inside and outside the district, such as;
 - The Performance Appraisal models for staff
 - Professional Growth Framework plans of staff
 - School Action Planning
 - Professional Association Requirements (e.g. College of Teachers, College of Ontario Speech Pathologists, apprenticeship requirements, etc.)
 - Analysis of research data collected within the system and provincially
3. Partnerships are developed with internal and external organizations to plan and deliver staff development programs.
4. The Bluewater District School Board Staff Development Council develops and coordinates an annual Staff Development Plan that includes all employee groups.