

<b>Policy Title</b>	<b>Staff Development</b>		
<b>Date of Issue</b>	November 21, 2000	<b>Related Procedure</b>	
<b>Revision Dates</b>	February 21, 2012 (rev. Rationale-Strategic Plan); April 15, 2014	<b>Related Forms</b>	
<b>Review Date</b>	April 1, 2019	<b>Originator</b>	Board of Trustees
<b>References</b>			

**Policy:**

**1.0 RATIONALE**

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

**2.0 POLICY**

- 2.1 Bluewater District School Board is committed to providing opportunities for ongoing staff development and leadership development for all employee groups in order to achieve:
  - a) an enhanced learning environment for all staff and students
  - b) improved learning for all students
  
- 2.2 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, and to manage change in a manner that encourages meaningful and sustained renewal and improvement. The board is committed to identifying and supporting staff development plans, strategies and budgets as an integral part of all activities.

**3.0 SYSTEM EXPECTATIONS**

- 3.1 Staff development activities within the district reflect the research-based principles of effective staff development as follows:
  - a) create, support and reflect a “learning organization” culture
  - b) operate in an environment of mutual trust
  - c) involve staff as learners, and leaders
  - d) are based on knowledge about adult learning
  - e) require and foster the norm of continuous improvement
  - f) are sustained and ongoing
  - g) provide the follow up necessary to ensure improvement
  - h) use content that has proven value
  - i) employ a variety of approaches which provide for multiple levels of involvement
  - j) are supported by modelling, coaching and collective problem solving
  - k) address diversity
  - l) facilitate staff collaboration with, and are supported by, the board and the school community

- 3.2 Staff development opportunities are aligned with and connected to other initiatives and ongoing activities inside and outside the district, such as:
- a) The Performance Appraisal models for staff
  - b) Professional Growth Framework plans of staff
  - c) School Action Planning
  - d) Professional Association Requirements (e.g. College of Teachers, College of Ontario Speech Pathologists, apprenticeship requirements, etc.)
  - e) Analysis of research data collected within the system and provincially
- 3.3 Partnerships are explored with internal and external organizations, and are utilized when appropriate to plan and deliver staff development programs.