

School Policy for Staff Development

Name of school: The Grange School

Date of Policy: 17th June 2010

**Member(s) of staff
Responsible:** Mr M Claytor

Review Date: June 2012

Staff development at The Grange School is an important part of the ongoing process to monitor, improve and develop the effectiveness of the school in all areas.

Identification of staff development issues is linked to the priorities highlighted by the school managers; by departmental staff; by pastoral staff and by individual staff across the school.

These issues will arise from examples including:

- The School Development Plan
- Departmental Development Plans
- External initiatives
- Individual Professional Development

The staff development process at the school aims to:

- Improve and develop the effectiveness of the school, in order that levels of student achievement can be monitored and raised.
- Improve and develop teaching, management and other job-related skills.
- Encourage job satisfaction and personal development.
- Ensure that non-teaching staff must have the opportunities to enhance their skills, in order to be part of the overall team working towards continually developing school effectiveness.
- Ensure that all staff within the school environment are recognised as a valued and vital resource.

Staff Development Guidelines

- Co-ordination and monitoring of Continued Professional Development (CPD) within the school is carried out by one of the Assistant Heads.

- Priorities arising for development are linked to the School Development Plan and should be identified at the various management levels.
- Staff development occurs through a variety of ways, including internal and external courses/professional development sessions; staff meetings and planning meetings.
- Financial constraints mean that activities need to be monitored for relevance and subsequent effectiveness in school.
- New staff are supported by Induction sessions, in order that the change can be handled smoothly and appropriately.
- Staff participating in CPD activities should provide a short review of the issues and the subsequent way forward. A more effective review method is to be looked at in the near future.

Signed.....I Walshaw..... on behalf of the Governing Body

Date.....17.6.10.....

Signed.....J M Thomas..... on behalf of the School

Date.....18.6.10.....