

BP 4131

Staff Professional Development

The Board of Directors believes that, in order to maximize student learning and achievement and implement the School's IB Programmes, staff members must be continuously learning and improving their skills. The Head of School or designee shall develop a program of ongoing professional development which includes opportunities for all staff to enhance their skills and become informed about changes in pedagogy, subject matter and the effective operations of the school. The Head of School or designee may, in conjunction with individual staff members, develop an individualized program of professional growth which contributes to competence, in teaching and classroom assignments and operations of the school's programmes.

The School's staff evaluation process may be used to recommend additional staff development for individual employees.

The Head of School or designee shall involve teachers, other staff as appropriate, in the development of the School's staff development program. He/she shall ensure that the School's staff development program is aligned with priorities for student achievement, school improvement objectives, and school plans.

The Board will budget funds for actual and reasonable expenses incurred by staff who participate in proscribed and approved Professional Development for IB Programmes and other trainings that support the school operations. A Professional Development plan shall be integrated within the School's Action Plan and Operations Plans, and expenditures for PD shall be directly related to these plans. The Head of School may approve exceptions to PD outside of these plans when they are necessary or determined to be in alignment with school improvement goals. Professional Development expenditures must adhere to the approved Budget and require joint approval of the Head of School and the Business Manager (Executive Cabinet).

The Head of School or designee shall provide a means for continual evaluation of the benefit of staff development activities to both staff and students and shall regularly report to the Board regarding the effectiveness of the staff development program. Based on the Head of School's report, the Board may revise the policy as necessary to ensure that the staff development program supports the School's priorities for student achievement.