



# TIRIMOANA SCHOOL

## **PROFESSIONAL LEARNING DEVELOPMENT POLICY**

### **RATIONALE:**

Employees perform workplace responsibilities more effectively when they have opportunities to further develop their knowledge and skills. As an organisation, the school will operate more efficiently and effectively when staff are provided with professional learning development that enhances school systems, updates procedures, and promotes teaching and learning priorities.

### **PURPOSES:**

1. To confirm the board's responsibilities as the employer to provide resourcing in the annual budget that enables professional learning development to happen.
2. To implement a balance between personal, individualised PLD and collective, school wide PLD.
3. To ensure that PLD is aligned to the Strategic and Annual Plans.
4. To ensure all employees/staff have access to PLD.

### **GUIDELINES:**

1. The principal will ensure resourcing for PLD is provided in the annual budget.
2. The principal and senior leadership team will identify PLD priorities in the Annual Plan that reflect current needs and sector-wide expectations.
3. The principal and SLT will ensure coherence and alignment between PLD and the annual 'Three Big Rocks', the school-wide Inquiry theme, any specific Ministry of Education funded areas of focus, and the **NELPs** as gazetted by the Ministry of Education.
4. PLD for teachers will reflect personal Professional Growth Cycle priorities, the Teaching Council 'Our Code, Our Standards, as well as whole school priorities.
5. PLD for all other staff may reflect outcomes from workplace appraisal that links directly to their work responsibilities.
6. PLD for support staff and for teachers will be provided to enable employees to improve their qualifications that align to improvements in pay, upon request by individuals and subject to approval by the principal.
7. The board will fund 50% or \$1500 (whichever is the greater) for individual employees that undertake personal study that will improve their qualifications.
8. The board will provide specific resourcing on the advice of the principal to support the development of provisionally registered teachers to achieve Full Registration. For beginning teachers this will include application to the Ministry of Education for additional resourcing and provision of mentor/tutor teachers.
9. The board will provide specific resourcing to support the professional growth of the principal.
10. The board will receive updates on professional development in the end of term annotations of progress of the Annual Plan.

### **CONCLUSION:**

All staff/employees are encouraged to participate in professional development that improves their own workplace performance and that contributes to the ongoing development of the school.