

# Policy: Professional Development

Policy Number: GR

Policy Type: Personnel

## Policy

Professional development includes a broad range of activities that provide opportunities for the growth in knowledge, skills and attributes that lead to improved practice.

Hanover School Division believes effective educators are life-long learners who participate in the on-going process of engaging in collegial and collaborative dialogue with other educators and education partners to expand the knowledge and expertise needed to provide a safe, supportive and effective environment that promotes learning.

## Purpose

Hanover School Division promotes professional learning that:

- Builds collective efficacy
- Nurtures trusting, collegial relationships
- Creates opportunities for meaningful collaboration
- Incorporates data-centred cycles of inquiry
- Builds teacher's pedagogical expertise that leads to student, staff and system improvements

## Scope

All professional staff.

## Guidelines

### PROFESSIONAL DEVELOPMENT

1. Professional Learning is most effective when it is personalized, differentiated, and job-embedded

2. Professional Learning is a continuous, collaborative inquiry:

- designed to incrementally improve practice;
- informed by student learning and achievement data;
- grounded in current research;
- guided by

4. All teachers attending a professional

NOTE: Teachers needing only one or two days to attend an out-of-province event, willing to use personal leave days, and requesting no additional divisional financial support, may be exempt from these limitations.

The board will consider each request for financial support on its own merits and may provide partial support on a cost sharing basis with the teacher and possibly the school:

- a) Teacher may choose to use personal leave days as part of the proposal
- b) School may provide support from the school professional development fund for substitute or registration costs
- c) Division may provide support for substitute costs, registration costs and travel expenses, up to a maximum of \$1000 per request.

## 2. Extended Volunteer / Service Opportunities

- a) What follows does not apply to **public service**, which is specifically dealt with in the Collective Agreement.
- b) It is expected that, as far as possible, teachers will use their breaks to participate in volunteer and service opportunities. It is also recognized that occasionally an opportunity will arise during the school year that may be very worthwhile for both the teacher and the community or may constitute a once in a career opportunity.
- c) Any volunteer opportunity beyond use of personal leave days must be approved by the Board. A teacher wishing to attend an out-of-province session should write a letter of request, signed by the teacher and outlining the ~~the~~ should be <sup>W</sup>

