



# STAFF DEVELOPMENT POLICY

1. Staff Development Aims
  - to prepare staff to enable the academy to deliver to every child the best possible curriculum.
  - to prepare staff to employ the most appropriate ways of providing and managing children's learning.
  - to prepare staff to work effectively with students, colleagues, governors, parents and, where relevant, other members of the public.
  - to enhance the potential and professional development of each member of staff in accordance with the academy aim of furthering the potentialities of all members of the academy.
  - to integrate Newly Qualified Teachers and newly-appointed experienced teachers as quickly as possible.
2. Staff Development needs will be identified through:
  - the School Improvement Plan
  - Learning Leaders
  - the performance management review including the Teachers' Appraisal Process
  - direct discussion with the Principal and SLT
3. The County High School, Leftwich believes that fulfilled staff make effective teachers, administrators and managers. It is recognised, however, that limited resources may require priorities to be established.

In such cases, the criteria to be used are ultimately derived from the aims and vision of the academy which are embodied in:

(1) The priorities, directions and emphases enunciated in the School Improvement Plan, which will have taken into account National and Local priorities.

(2) The targets identified to meet professional/career development needs through the Appraisal Process.

Since criterion (1) should normally take priority over (2), routes to support professional development arising from 2 may need to be considered in the light of available resources.

4. The responsibility for managing staff development lies with line-managers, Subject and Year Leaders, Business Manager: Personnel/Principal's PA, Business Manager: Finance, Premises, Health & Safety, etc) led by the Vice Principal with responsibility for CPD.
5. To provide such INSET The County High School, Leftwich will draw on:
  - 'in house' experience and expertise.
  - the knowledge and skills of our partner Primary Schools.
  - Nationally designed courses and appropriate providers.
6. The academy will undertake to organise an Induction programme for both NQTs and newly appointed experienced staff.
7. Staff should have a suitable environment, equipment and materials for INSET. The Librarian is responsible for the provision of relevant literature through the staff library.
8. Where attendance as providers of INSET is requested of CHS staff by others, e.g. advisers, it is expected that the organiser/provider will make available appropriate supply cover and expenses.
9. The County High School, Leftwich wishes to continue the tradition of offering the expertise of its staff to assist in the training of others in education (subject to the academy being reimbursed fully for the staff time involved). Such activity is itself valuable INSET for the providers. However, INSET must not be allowed to impair significantly the learning of students through too frequent staff absence.

Approved by Student Progress & Achievement Committee: 6th February 2018

Review Date: Spring Term 2019

This document is part of the group which includes the Initial Teacher Training Policy.