



Glen Hills Primary School Staff Development Policy

Staff Development is the entitlement of every employee at Glen Hills Primary School.

The Governing Body also has an entitlement to funding for training.

AIMS

- To improve the professional competence, ability and confidence of all staff working with the pupils of Glen Hills Primary School.
- To raise the standards of achievement and attainment of all pupils.
- To improve the Governorship of the School.

STAFF DEVELOPMENT IS GOVERNED BY THE SCHOOL DEVELOPMENT PLAN

- Staff and Governors will be invited annually to have an input into the preparation of the School Improvement Plan.
- A Performance Management Policy is now in place to monitor and review strategies for teaching staff development.
- There should be an option for non-teaching staff to undergo professional development with a senior manager of their choice.

FUNDING

The School has access to a range of funds for Staff Development.

- National / L.A. Funds (Standards Fund).
- Funding from the Delegated Budget.

Access to funding reflects the need of the whole School rather than that of the individual.

The funding has to cover the professional development of individuals and any external input eg. in the five INSET days.

Funding needs are prioritised by the Staff Development Co-ordinator (Head Teacher) and are closely linked to the School Development Plan.

Staff are required to fill in a feedback form following attendance at a course and may be required to lead INSET within their departments, or the whole School.

Governors are informed via the Head teacher's report at each termly meeting.

Policy	<i>Staff Development Policy</i>
Reviewing Committee	<i>Management</i>
Last Reviewed	<i>2015</i>