



SAINT JOHN'S

Staff Development Policy

Designated Member of Staff	Deputy Headteacher
Committee with responsibility	Curriculum and Standards
Date of Issue	Autumn 2020
Frequency of Review	Every 2 years

Issue Number	Issue Date	Summary of Changes
1	March 2022	Re-format of the policy
2	October 2023	Review of policy – changes made
3	September 2024	Review of policy – no key changes

The Staff Development Lead is the Headteacher. However, all staff have a responsibility to develop their own practice for the best interests of the children.

Staff Development is:

- Providing opportunities for all staff to progress their skills, knowledge and understanding
- Creating an environment that stimulates and facilitates individual development
- Guiding this development towards improving the school’s performance

Why is staff development important?

For individuals	For school:
<ul style="list-style-type: none"> • To help all staff to feel confident in undertaking their role in school effectively • To commit themselves to their own professional development • To enable all staff to keep up to date with current strategies and best practice • To broaden experience • To increase job satisfaction • To support whole school development 	<ul style="list-style-type: none"> • To increase the quality of teaching and learning • To harness a positive culture of continuous growth, learning and development • To increase the school's flexibility in adapting positively and effectively to change • To facilitate curriculum development and evaluation • To encourage all staff to build links with other schools • To gather a collective effort towards working on the school's goals and priorities (identified in the School Development Plan)

What does Staff Development look like?

- Advising and promoting training programmes/courses
- Meeting with peers within the school and developing relationships externally with other schools
- Meeting with individual staff about their professional development needs in relation to their current post and future career
- Clearly outlined and regularly reviewed job descriptions
- Induction
- Staff meetings (teaching staff / non-teaching staff / all)
- Curriculum meetings
- School/cluster/external INSET provision
- Open-door policy from all staff to gain advice or work with to support development
- Resources
- Promoting of external courses and training
- Planned Subject Leader time
- Discussions and collaborative setting of targets
- A positive culture of supporting every member of staff’s ambitions