



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

**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