



SAINT JOHN'S

# Staff Development Policy

**AUTUMN 2020**

|                               |                          |
|-------------------------------|--------------------------|
| Designated Member of Staff    | 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 |
|              |            |                         |
|              |            |                         |
|              |            |                         |

## **Staff Development is:**

- Creating an environment that stimulates and facilitates individual development
- Guiding this development towards improving the school's performance

## **In Individual Terms**

- To help staff to do their job more effectively
- To enable them to keep up to date with current issues and strategies
- To encourage a positive response to change
- To broaden experience
- To increase job satisfaction
- To identify and prepare for school development

## **In School Terms**

- To increase the school's capacity to predict and cope with change effectively
- To increase the quality of pupil learning
- To facilitate curriculum development and evaluation
- To promote a greater appreciation of the school's goals and priorities (School Development Plan)
- To encourage the staff to build links with other schools
- To be involved in the development of a positive school climate

## **Aims**

### **Primary Aim**

- To increase the quality of pupil learning by the development of staff potential

### **Secondary Aims**

- To provide a means of identifying staff needs
- To recognise and employ staff strengths
- To encourage a positive response to change
- To enable individual staff to commit themselves to their own professional development
- To provide experience and guidance for career development

## **Lead**

The Staff Development Lead is the Headteacher.

## **Organisation**

Staff development involves formal interviews with the Headteacher in relation to individual, curriculum and school needs. These needs will be budgeted for and incorporated in the School Improvement Plan.

**Staff Development will involve:**

- Consulting individual staff about their professional development needs in relation to their current post and future career
- Advising about training programmes

**A Staff Development Programme will include:**

- Personal interview
- Review of job description
- Staff meetings
- Curriculum meetings
- Year group meetings
- Key Stage meetings
- Induction
- School/cluster/external INSET provision
- Non-teaching staff meetings
- Resources
- Course and Training
- Planned Subject Leader time

**Evaluation**

This will be achieved through:

- Personal annual interviews
- Staff meetings as required
- Curriculum meetings as required
- Other meetings
- Formal and informal discussions
- Short and long-term planning
- Record keeping
- Documentation

This policy will be reviewed in September 2022 by the Staff Development Lead (the Headteacher) in consultation with the staff and governors