

<p>Personnel and Employee Relations 7820 Staff Development</p>	Administrative Application	
	Last Reviewed /Approved on:	September 3, 2019
	References:	Local Collective Bargaining Agreement(s) The Education Act, 1995, Sec. 87(n), 109 (1),(2)(e), 175 (2)(f), 231 (1)(a - c), (2)(h)(q) STF Statement of Policy and Bylaws, Sec. 4.4.15 Policy 12 – Role of the Director
	Status:	Operational

Preamble

Staff development within the Regina Catholic School Division (RCSD) is an on-going process that involves and benefits everyone who influences student learning. The aim of staff development is to promote optimal learning conditions for students within the framework of the school division mission, belief statements and strategic plan.

Effective staff development places emphasis on three (3) levels:

1. Individual level
2. Site/school/department level
3. School division level

Excellence occurs through a commitment to continual growth across all of these levels, resulting in acquisition of new knowledge, skills and attitudes that effect desired outcomes.

Application

RCSD is committed to a systematic and comprehensive staff development program for its staff through established funds¹ and other budgetary provisions, in order to improve student performance and school division effectiveness that is aligned with the school division mission, belief statements, and strategic plan.

RCSD endorses, supports, and encourages staff development in many forms including, but not limited to, professional reading, collaboration, workshops, experimentation, mentoring, inquiry, guest speakers, networks, institutes, and professional course work.

It is expected that all employees will participate in staff development activities. These activities may include professional reading, institutes, division workshops, curriculum committee in-service activities, short courses, conferences and seminars, professional exchange seminars, or university classes.

1. It is the responsibility of each staff member to pursue his/her own professional growth plan to foster continual learning and growth.
2. It is the responsibility of the principal or designate, in collaboration with staff, to plan and implement school-based staff development in alignment with the school division mission, belief statements, and strategic plan.

3. It is the responsibility of the senior leadership team (SLT) to support school-based and individual staff development plans.
4. It is the responsibility of the Director and SLT to plan and implement, in collaboration with staff, division-wide staff development in alignment with the school division mission, belief statements, and strategic plan.
5. It is the responsibility of the Director or designate, in collaboration with staff, to administer the Professional Advancement Fund in accordance with terms of the Local Collective Bargaining Agreement in effect from time to time.

¹ The Professional Advancement Fund operates in accordance with terms of the Local Collective Bargaining Agreement in effect from time to time. This agreement applies to all instructional staff belonging to the Regina Catholic School Teachers' Association and the Saskatchewan Teachers' Federation. The Board supports support staff through an established professional development fund.