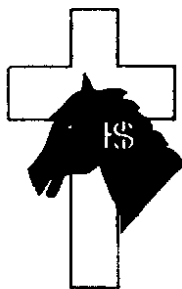


HORSINGTON CHURCH SCHOOL



TRAINING AND PROFESSIONAL DEVELOPMENT POLICY

RATIONALE

To operate an effective school, a clear policy for the professional development of staff is essential. It recognises that the school can only progress if staff members are willing and equipped to undertake changes and developments; and are offered support in this process.

AIMS

- To clarify the staff's awareness of, and involvement in, the School's philosophy, aims and objectives.
- To enhance the development of the professional knowledge and skills of staff.
- To improve the provision of the curriculum through the above.

OPERATION

- Each teacher and Learning Support assistant has a Job Description which is reviewed annually.
- The continuous cycle of curriculum development informs the staff development agenda for each academic year. Staff will be involved in negotiating priorities for INSET provision, staff meetings and whole school improvement.
- The Performance Management Policy is used to determine future individual needs and offer support for personal effectiveness.
- All staff has the right to a confidential interview with the Headteacher to discuss professional and career development.
- The Headteacher will undertake the role of CPD co-coordinator with responsibility for analysing staff needs, reviewing implications for staff training, curriculum needs, and integrating them into the School Development Plan.
- Teachers receiving individual INSET or representing the school on a course are expected to cascade to the staff if appropriate.
- The Headteacher and staff will, on an annual basis, review the effectiveness of INSET received.

CONCLUSION

This Policy statement is written in accordance with the Aims of the School and has been agreed by all members of staff. It forms one part of the Operational Policies of the School and should be considered alongside other relevant policy statements. It will be reviewed at regular intervals.

Autumn Term:1993
Revised: September 1995
Revised: Autumn 2000

Reviewed: May 2012

Revised: March 2004
Revised: January 2008
Revised: May 2012
Renamed: March 2015