

TEACHER PROFESSIONAL DEVELOPMENT

Background

The Division is committed to the development of its teaching and administrative staff on an ongoing basis. The Director is authorized to develop and administer such programs as deemed necessary. The Division recognizes the value of maintaining a proactive, knowledgeable and innovative workforce. As such, the Division encourages and supports employees to pursue professional development activities to better fulfill their job assignments and improve the overall quality of their service to the students and to the Division. Employees are encouraged to share knowledge gained from professional development experiences.

A fund is established annually to provide financial support for teachers who would like to access professional development as outlined in “Article 11- Professional Development” of the *Local Bargaining Agreement between The Board of Education of the Northwest School Division and the Northwest Teachers’ Association* (LINC Agreement).

Procedures

1. School-based administrators have the primary responsibility for managing professional development within their school.
2. Each teacher, in consultation with their Principal is to develop a personal professional growth plan that articulates their personal professional learning priorities using Appendix 7 “Professional Growth Through Collaborative Supervision & Evaluation”.
3. School-based administrators articulate staff development priorities at the school level in conjunction with the school learning improvement plan.
4. Application to attend professional development activities shall be completed and submitted to the Principal and Director or designate using the Professional Development Form.
5. Teachers’ professional development plans are subject to the approval of the Principal and Director or designate responsible for the school.
6. Professional development requests will be approved according to teacher, student, school and Division needs.

Personal Professional Development

Teachers may have funds in their personal professional development account generally through the transferring of earned days off. Teachers are encouraged to discuss their personal professional development account balance with their Principal. Teachers may request the use of personal professional development funds to supplement the cost of teacher directed development activities. Application to use personal professional development funds is to be completed by using the Professional Development Form.

Reference: Local Bargaining Agreement between The Board of Education of the Northwest School Division and the Northwest Teachers' Association

Approved: September 7, 2018