

## Policy Statement

The Eastern School Board shall foster continuous professional growth and development in teaching and learning that requires a professional growth program and annual plan for all teaching staff.

## Rationale

A clearly defined professional growth plan serves a number of important purposes, which include the following:

- fostering a professional community of learners
- ensuring staff members, as individuals, take responsibility for each child's learning
- improving the quality of education
- enhancing student achievement
- improving the school and classroom learning environment
- meeting Provincial and District requirements
- ensuring fulfillment of professional responsibilities
- fostering and recognizing excellence
- promoting reflective practice
- assisting all staff self-evaluation, improving professional competencies and career development

## Scope

This policy applies to staff (teachers, specialist teachers, administrators, and program specialists) employed with the Eastern School District.

The professional growth program (plan) is set within the context of the School's Development Plan and the District's Strategic Plan.

Professional growth is a self-directed collaborative program, supported by the school/district administration team.

**All staff will work within the professional growth component each year and submit a professional growth plan.**

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Authority:

*Eastern School Board*

*Date approved by Board: 8/17/05*

Legal Reference:

*Date of amendments:*

Cross Reference:

*The Schools Act, 1999*

## **Procedures**

The development of Administrative Regulations regarding the professional growth of teachers will be the responsibility of the Director of Education and his/her designate. The Administrative Regulations will be reviewed annually by the Director in consultation with the Administrative Council and the Regional Administrative Councils (see Appendix).

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