



PELORUS COMMUNITY PRESCHOOL

Staff Professional Development Policy

Education [Early Childhood Services] Regulations 2008 (and its Amendments): Regulation 47

Licensing Criteria for Early Childhood Education and Care Centres 2008: Criterion GMA7

Rationale

All Preschool employees and committee members need access to professional development that develops professional growth and quality practices within Pelorus Community Preschool. Through responsive, on-going training, teachers will demonstrate an understanding of current theory and principles of learning and development and the different characteristics of infants, toddlers, and young children.

- A budget and procedures for access will be set and reviewed annually for all staff. Barriers to participation will be identified and all efforts will be made to address these within the budgetary constraints.
- The Senior Teacher will manage the professional development budget. This will be monitored in conjunction with the monthly financial reports to the Board.
- All staff will fulfill the requirements of the Staff Performance Appraisal Policy.
- Professional development will be linked to appraisal and that priority for access will be given to staff for training in identified areas.
- Pelorus Community Preschool will ensure that staff are informed of training opportunities and all the available resources to support their ongoing professional and personal development.

- Parents/guardians will be reported to [through the monthly newsletter] on how the professional development training has benefited their children.
- Board members will be given to opportunity to participate in appropriate professional development if and when the need arises, in order to develop and demonstrate appropriate skills to effectively manage the PCP.
- Copies of all professional development completed will be held at Pelorus Community Preschool.
- Staff will be invited to share their professional development with the Board.

Licensing Criteria

Suitable human resource management practices are implemented (GMA7).

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Policy in Action

If this policy is being effectively implemented then the following should be happening:

- All staff will have undertaken professional development opportunities.
- The Senior Teacher report will state what professional development has been undertaken.
- There will be regular reports in the newsletters about how professional development that has taken place has enhanced the children's learning.
- All staff and the Board will benefit from the sharing of individual staff professional development activities.

