SOUTH SLAVE DIVISIONAL EDUCATION COUNCIL

STAFF DEVELOPMENT
POLICY GCL

PURPOSE

The South Slave Divisional Education Council recognizes that ongoing staff development is essential to improving student learning, strengthening professional practice and supporting effective schools.

Council believes that all employees benefit from opportunities to expand their knowledge, skills and professional practices. Effective staff development supports improvements in instruction, assessment, leadership, programming and school operations while contributing to a culture of continuous learning and improvement.

SSDEC is committed to supporting staff development opportunities that reflect current research, respond to school and divisional priorities and align with applicable GNWT policies and collective agreements.

The following principles guide staff development within SSDEC:

- Staff development should support improved student learning and school effectiveness
- Employees should have opportunities to develop knowledge and skills relevant to their current or future responsibilities
- SSDEC shares responsibility for providing in-service training associated with new curriculum, programs and initiatives
- Staff development should encourage collaboration, professional growth and leadership development
- Professional learning should reflect current research and effective practices in teaching, learning and organizational improvement
- Staff development should strengthen collaborative learning cultures within schools and across the division
- Local educators should be encouraged to contribute to the planning and delivery of professional learning
- Effective staff development benefits from partnerships, shared expertise and a variety of learning opportunities

REGULATIONS

Staff Development Opportunities
SSDEC will make reasonable efforts to encourage and support employees in participating annually in in-service training and professional development activities relevant to their responsibilities.

For the purposes of this policy, staff development includes:

- In-service training: Employer-directed workshops, courses and other learning activities required to support the implementation of programs, curriculum, procedures or organizational initiatives
- Professional development: Approved learning opportunities selected by employees to enhance their knowledge, skills and professional practices

Staff development activities should support individual professional growth, school improvement priorities and divisional goals.

Funding and Approval

The Superintendent shall establish funding guidelines and application procedures for staff development activities, subject to available budget resources.

These guidelines shall provide opportunities for:

- Staff to request support for participation in approved professional development activities annually
- School and regional leaders to access supplemental support for leadership development
- Employees who facilitate workshops or present at conferences to access additional support where appropriate

Requests for SSDEC support for staff professional development involving travel outside Canada require additional approval from the SSDEC Chairperson, the ECE Deputy Minister and the ECE Minister.

All staff development funding and participation shall be subject to applicable GNWT policies, collective agreements and SSDEC procedures.

Leadership Development and Sharing of Practice

SSDEC encourages employees and Council members to share successful school and divisional initiatives, programs and practices through conferences, workshops and other professional learning opportunities.

Presenting and sharing professional experiences supports individual learning, strengthens leadership capacity and promotes recognition of effective practices within South Slave schools.

Where resources permit, additional support may be provided for employees undertaking leadership development or presenting on behalf of SSDEC.

Communication and School Improvement

Council members and staff are encouraged to communicate ongoing school improvement initiatives and related staff development activities to students, parents and community members.

These efforts should help build understanding of the importance of continued professional learning and its role in improving educational opportunities and student achievement.

References: ECE Teacher and Principal Evaluation Ministerial Directives
NWTTA Collective Agreement - Article 16
South Slave & Fort Smith Regional Professional Development Committees - Terms of Reference and Handbooks
National Staff Development Council (NSDC)

Date: December 2011
January 2013
February 2018
January 2026