



## Staff Development and Training Policy

The Board of Governors of St. Teresa's Nursery School is committed to the development of its entire staff, both teaching and non-teaching, as individuals and as teams through constructive feedback and agreed identification of their development needs.

The school is also committed to providing appropriate and effective personal development to ensure job satisfaction, enhanced professional expertise and career development opportunities.

- To this end St. Teresa's Nursery School will adopt the PRSD model for the review and development of teaching staff.
- Following this review process Governors will attempt to meet any reasonable developmental needs through LMS funding.
- Governors will encourage staff to avail of all appropriate training made available by the Education Authority.
- Any training accessed by teaching staff should be disseminated through the school to other teaching staff and also to non-teaching staff

In the case of non-teaching staff, the Governors are aware that opportunities for non-teaching staff training provided by the Education Authority are very limited and indeed almost non-existent.

- To this end Governors would encourage non-teaching staff to access any that does become available.
- Governors would also encourage non-teaching staff to take up any opportunities for further study that they can access outside the Education Authority.
- The Principal will take on the day to day assessment of both teaching and non-teaching staff needs and as far as possible ensure that courses available, particularly through the Education Authority, are available to all.

The Principal will work with staff to review and evaluate the staff development opportunities required each year and will create the annual staff development calendar in line with staff training needs. The Principal will work closely with the Nursery's cluster group and local ALNC to help facilitate training for the cluster group, to visit other pre-school settings and to share good practice with the other schools in the cluster group. Staff also attend FONT (Forum of Nursery Teacher) conferences voluntarily.

### Monitoring and evaluation

This policy will be reviewed and monitored in line with the school's policy review schedule.

