

## **POLICY ON TEACHING STAFF DEVELOPMENT ST KEVIN'S COLLEGE**

The Board of Management gratefully acknowledges the goodwill, dedication, commitment, talents and skills of the teaching staff.

However, schools operate in a rapidly changing society and the demands and pressures on teachers are ever-increasing. With this in mind, the school sees the ongoing professional development of the teaching staff as being of paramount importance.

### **Subject In-Service**

It is in the best interests of their students that teachers keep abreast of developments in their subject areas. Attendance at courses dealing with course content and/or strategies for delivery of same in the classroom shall be encouraged and facilitated by the school management.

Where possible, teachers who are going on in-service courses shall leave work to be completed by their classes.

### **Staff Days**

At least one day each year should be set aside for the teaching staff to meet as a body to reflect, to exchange ideas and to plan for the future. These days should be organised and structured in such a way that the benefits of the day are tangible and quantifiable. Otherwise, little or nothing will be achieved. The services of outside experts may be utilised on these days but this should not always be necessary.

Criteria such as the following should be used in the planning of any staff day:

- Will it enhance the wellbeing of the teaching staff?
- Will it better equip them for their classroom duties?
- Will it improve the services offered to the students?
- Will it improve the school's organisation?

An evaluation of the day's programme shall form an integral part of all staff days.

### **Career-Breaks**

In principle, the school will facilitate any teacher who wishes to take a career-break. However, when considering an application for a career-break, the Board of Management must assess its potential impact on the school's organisation, programme and services to the students.

### **Study Leave/Further Qualifications**

It is in the interests of the school that the teaching staff be as highly qualified as possible. Encouragement shall be given to any teacher who is enhancing his/her qualifications. Sympathetic considerations shall be given to any specific timetabling requirements from such teachers.

As with career breaks, the impact of study leave shall be carefully considered and study leave shall be granted, where feasible.

Aware of the growing importance of computer literacy among teachers, the school shall assist every teacher in improving his/her ICT skills. The school will provide all the support necessary in assisting teachers in this regard.

### **Trainee-Teachers**

The school has a long-standing tradition of facilitating student-teachers from a variety of colleges. This is a mutually beneficial arrangement. The trainee teacher benefits but so does the school as the pupils are exposed to new faces and fresh ideas.

The teacher who facilitates the student-teacher by giving him/her access to a particular class retains responsibility for that class and shall assist and support the student-teacher.

### **Induction of New Teachers**

The teaching staff of St Kevin's have always welcomed new teachers. There is a tradition of the established teachers in the relevant department assisting the newcomer. In the interests of all concerned, it is important that this continues.

### **Job Sharing**

Applications for job-sharing will be considered by the Board of Management in the light of current regulations in relation to same.

### **Teacher Exchange**

Teacher Exchange initiatives have obvious benefits. In principle, they are to be welcomed and encouraged. However, the decision on any individual proposal will be determined by its possible implications for the school.



