



Science handbook...Staff Development Policy

Introduction.

Staff development in the Science Department is seen as an integral part of the progression and attainment of continued effective teaching and management of students. The aim of the department is promote excellence in pupil learning, personal time management and use of all resources.

Purpose:

- **To support the purposes outline by the School Development Plan.**
- **To keep up to date with changes within the educational field.**
- **To allow staff to be fully confident in using new resources and teaching styles or schemes of work.**
- **To induce new staff members into the department and moreover the school.**
- **To expand staff experience through contact with professional bodies including Examining bodies.**
- **To share Knowledge and experience between staff members.**

Guidelines:

- **The areas of need for development can be identified:**
- **The School.**
- **The Science Department.**
- **The individual members of staff.**

The balance between these demands may vary depending on the experience of the individual staff member, the needs of the Science Department, the needs of The School and budgets available for any training. The overall requirements of The Science Department will be identified by the Science Department Development plan. Courses will be selected by agreement with the HOD and the staff member providing funds are available.

All staff members are encouraged to list three key areas for development per annum throughout their career as part of their performance management

targets. These targets will be managed by the individual staff member, monitored and support by the head of department.

The needs of the individual will be identified through an appraisal process and these judgements fed back to staff members on a regular basis.

Any member attending a course should cascade information to the rest of the department.