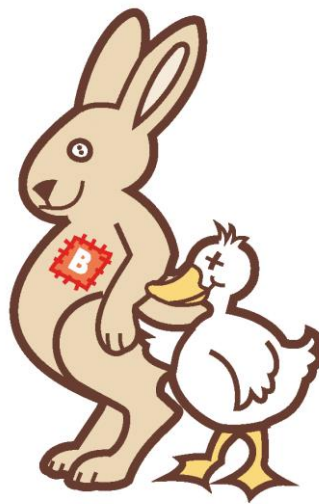


Staff Development Policy



**BALLYMONEY NURSERY
SCHOOL**

November 2020

Rationale

The systematic development of the knowledge and skills of all staff in Ballymoney Nursery School is necessary in the pursuit of high quality learning and teaching.

"Effective practice is demonstrated when: the skills and understanding of staff are developed to keep abreast of changing needs of children"

(Education and Training Inspectorate, Inspection and Self-Evaluation Framework
Effective Practice and Self-Evaluation Questions for Pre-School 2017)

Staff Development and Training

Ballymoney Nursery School highly values its staff and actively promotes a positive learning culture. It is in the interests of the nursery, the children, families and the individual that each staff member is given the opportunity to develop their skills to their maximum and to broaden their knowledge and skills in caring for children.

Personal and professional development is essential to maintaining the quality and delivery of high quality care and education for young children in early years. It underpins all aspects of curriculum delivery and positive interactions.

We strongly promote continual professional development and all staff have individual training records and continued professional development plans to enhance their skills and expertise.

External training and support is sought as appropriate to the needs of the nursery, the school development plan and the children attending and to renew/update staff qualifications.

To facilitate the development of staff we:

- Lead and role model with staff, and offer encouragement and support to achieve a high level of morale and motivation.
- Promote teamwork through ongoing communication, involvement to enhance nursery practice.
- Provide opportunities for delegation based on skills and expertise to offer recognition and stimulate staff.

- Encourage staff to contribute ideas for change within the nursery and hold regular staff meetings and team meetings to develop these ideas. Regular meetings are also held to discuss strategy, policy and curriculum planning.
- Encourage staff to further their experience and knowledge by attending relevant external training courses. Due to the ongoing Covid-19 pandemic, staff are provided with relevant online training opportunities.
- The school will pay for external training if it will help ensure the health and safety of everyone in the school and if it is part of the school development plan.
- Encourage staff to pass on their knowledge to those who are less experienced and disseminate knowledge from external training to small groups of staff within the nursery.
- Provide regular in-house training during staff meetings, development and baker days relevant to the needs of the nursery.
- PRSD are carried out annually with teaching staff where objectives and action plans for staff are set out.
- Carry out full evaluations of all training events and use these to evaluate the training against the aims set to enable the development of future training programmes to improve effectiveness and staff learning.
- Encourage and support staff who wish to participate in training outwith the school day.
- Provide inductions to welcome all new staff and assign an established member of staff to support new staff.
- Annual training is provided on Safeguarding, intimate care and GDPR.
- Regular training and updates will be provided with regard to the mitigating the risk of Covid-19.

Review

This policy will be reviewed bi-annually or as required in the light of new National/Local initiatives or change in practice.



Chairperson

Date

10th February 2021



Principal

Date

10th February 2021