

## Little Treasures Nursery Staff Development Policy

### **Rationale**

The systematic development of the talents and skills of all staff in Little Treasures Nursery is necessary if we are to continually improve the quality of learning and teaching in our establishment.

### **Purposes**

A policy for staff development is necessary to:

- Improve skills collectively and individually.
- Ensure that the developmental needs of all members of staff are being catered for, thereby developing each practitioners potential.
- Prepare practitioners for career development and job satisfaction.
- Ensure that practitioners are able to develop their knowledge of the curriculum whilst improving existing talents and developing new ideas.

This should lead to:

- A well motivated staff.
- Improved learning experiences for children leading to higher motivation and therefore achievement.
- An improvement in the support given by the management team to all aspects of the school.

### **Principles**

- All staff development arrangements must be clear and systematic and should be an integral part of the overall nursery policies.
- An annual staff development programme must cater for the nurseries priorities as identified in the development plan as well as for the needs of individual members of staff.
- The needs of individuals should be identified through regular review of their needs and areas identified by individuals through self-evaluation and staff reviews.

In practice this would include:

- Annual staff reviews.
- Access further training within the QDS catalogue, usually two per person per year.
- Visits to other establishments, mainly during holiday periods.
- Opportunities to develop oneself professionally and personally either by taking responsibility for curricular areas or by pursuing SVQ levels 3 & 4.
- Access to all policies and procedures.
- Freedom to access NLC Educational Resource Centre.
- Use of Library and In-house resources such as LTS Booklets, CDs, DVDs, NLC Positive Steps to Literacy and so on.

Staff should appreciate and respect the motivational levels and ambitions of others.

All in-service is subject to availability, staffing levels and budget constraints.

It is also an expectation that all staff will feed back to colleagues on their in-service experience, sharing ideas that will enhance practise.

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