

<p>Kelsey School Division Box 4700 The Pas, MB R9A 1R4</p> <p>Phone: 623-6421</p>	<p>Code: GCL</p>
-----------------------------------------------------------------------------------------------------------------------	-------------------------

PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES

Professional Development is intended to further enhance the teacher's ability to reach the educational goals set by Kelsey School Division. This could take the form of workshops, conferences, courses, or in-services designed by the Division. Any activity which leads to an improvement in teaching or presentation of a program of studies is included in this category.

The Kelsey Division Board feels that professional development is an important and integral part of education and thus desires to encourage and facilitate the participation of staff in professional development for all personnel employed by the Division.

The Division will assume a large part of the financial responsibility for professional development. Though the major portion of the costs will be borne by the Division, requests will be made to other areas for financial assistance. Requests will be made to the following:

- A) Manitoba Education
- B) The Kelsey Division Association
- C) The Manitoba Teacher's Society
- D) The Department of Indian Affairs

Professional Development, while under the authorization and jurisdiction of the Superintendent or a designated committee, can be initiated by any of the Division personnel. This will include individual teachers, groups of teachers, separate discipline areas, the administration, and the Division Association Professional Development committee. In addition, the non-teaching personnel may hold their own professional development sessions or may be requested to conduct their professional development in conjunction with that of the teaching staff.

Wherever possible, participants will be involved in the planning and execution of professional development programs. Professional development activities may involve university courses, bringing personnel in for in-service, making local resource personnel available, utilizing a school group in a subject area, and attendance at conferences, workshops, in-school sessions, or Division-wide sessions.

If a teacher requests to be excused from attending a specific Professional Development activity, the request must be made in writing at least one week prior to the activity, giving reasons and detailed alternate Professional Development plans for approval. An example of this would be when an inservice is taking place out of town (e.g. Special Area Group Conferences in Winnipeg during October), and a teacher is unable to attend for family reasons.