

Code G: Personnel and Employee Relations

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| POLICY TITLE AND CODE |
| PROFESSIONAL STAFF - PROFESSIONAL GROWTH OF TEACHERS GEA |

STATEMENT OF POLICY

On an annual basis, each teacher shall develop a professional growth plan.

RATIONALE

1. Greater Saskatoon Catholic Schools believes that the professional growth of its teachers enhances instruction and student achievement.
2. Greater Saskatoon Catholic Schools believes that the teacher has the primary responsibility for his or her professional growth.

AUTHORITY

- *The Education Act*, Sections 109 (2) (c) and 175 (2) (d)
- STF Policy: *Teacher Supervision and Evaluation*, 1986

GUIDELINES

1. Greater Saskatoon Catholic Schools is committed to support each individual teacher to participate annually in professional growth.
2. The teacher is expected to select a variety of strategies to enhance his or her professional growth throughout his or her teaching career.

PROCEDURES

1. The Professional Growth Plan, designed to focus the goal(s) of the teacher in the upcoming year, will include at least one of the following strategies: peer coaching, mentoring, portfolio, reflective journal, action research, learning group, cognitive coaching, or other initiatives that enhance instruction and student achievement.
2. The Professional Growth Plan will be reviewed by the teacher and principal and reported to the designated Superintendent of Education no later than October 31.

3. The principal, or designate, and teacher will revisit the Professional Growth Plan by May 31.

REFERENCES

Statement of Educational Commitment of Greater Saskatoon Catholic Schools:

- To assist parents in their Christian responsibility as primary educators of their children
- To offer formation based on the values of Catholic education
- To encourage the development of each person's God-given talents
- To provide opportunities for each staff member to grow in awareness of the calling to serve

FORMS

Professional Growth Plan Tool Kit

DATE APPROVED

June 28, 1982

DATE AMENDED

January 24, 1990

February 2004