



Professional Learning

Date Approved: 2016

Projected Review Date: 2020

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PURPOSE:

Hamilton-Wentworth District School Board (HWDSB) is committed to fostering an environment of continuous learning and improvement for all its employees through various supports and program that are aligned with the HWDSB's strategic directions.

GUIDING PRINCIPLES:

- Deliver learning programs and supports that are driven by system initiatives, legislated regulations, school/department plans and emergent staff needs.
- Promote a professional learning culture that is focused on the development of collective and distributed leadership that builds a culture of academic optimism - collective efficacy, trust and high expectations for staff and students.
- Provide learning opportunities that foster co-learning, are accessible and meet the diverse learning needs of all employees.
- Provide staff with employee and leadership development to strengthen employees' skills, knowledge and competencies.

INTENDED OUTCOMES:

- Employee professional learning promotes a climate of continuous improvement and engagement for all employee groups.

RESPONSIBILITY:

Director of Education
Members of Executive Council

TERMINOLOGY:

Professional Learning: A comprehensive, sustained, and intensive approach to improving employee effectiveness.

Distributed Leadership: Leadership as a product of the interactions of leaders, their followers and their situation.

Academic Optimism: is the belief that: one's work can make a difference; the organization has the ability to achieve; and the organization has a culture of high expectations.



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ACTION REQUIRED:

Priorities for developing and delivering professional learning, will be determined by the directions and strategies identified within the Annual Operating Plan, through Ministry guidelines and other legislated requirements.

PROGRESS INDICATORS:

Intended Outcome	Assessment
Employee professional learning promotes a climate of continuous improvement and engagement for all employee groups.	Professional learning for employees will be assessed through the employee survey, focusing on continuous improvement opportunities and staff engagement.

REFERENCES:

Government Documents

Education Act Regulations

HWDSB Policies

Accessibility Standards for Customer Service

Occupational Health and Safety