

# Professional Learning

Date Approved: 2021

Projected Review Date: 2025

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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 programs that align with HWDSB's strategic directions.

## GUIDING PRINCIPLES:

- Deliver learning programs and supports that are driven by the HWDSB Strategic Direction, system initiatives, legislated regulations, school/service department plans and identified staff needs.
- Promote the development of collaborative environments in which participants share a commitment to Anti-Racism and Anti-Oppression, Indigenous Cultural Safety, and inclusive education principles and practices.
- 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 a variety of in-person and virtual learning opportunities that foster collaboration, are accessible and meet the diverse learning needs of all employees.
- Provide staff with professional and leadership development to strengthen employees' skills, knowledge and competencies.

## INTENDED OUTCOMES:

Effective 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.



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*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.

## ACTION REQUIRED:

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

## PROGRESS INDICATORS:

Intended Outcome	Assessment
Effective 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

Equity and Inclusive Education Occupational Health and Safety