

POLICY #102

TITLE: Professional Development

Preamble:

The knowledge, skills and self awareness required to be a Montessori educator necessitate reflection and growth through ongoing professional development and training.

Purpose:

To develop and maintain a dynamic, engaged Montessori trained team of educators through supporting ongoing professional growth and reflective practice.

Scope:

This policy and procedures apply to all employees of the school.

Policy:

To uphold the vision and mission of YMS all educators will be supported to engage in ongoing professional development to maintain the knowledge and skills to remain professionally competent.

Procedures:

Montessori Training

To uphold the vision of the YMS all educators will be encouraged to obtain AMI training for assistant or head teacher roles.

- Upon acceptance of a position of educator at YMS individuals not already holding AMI training will be supported to enroll in assistant or head teacher training within the first year of employment.
- Within the first three months of employment new educators will be supported to complete an online introduction to Montessori philosophy and teaching.

Individual Professional Development Plans

The YMS supports all educators to set annual professional development plans to support development of skills and knowledge to remain professionally competent.

- These will be set prior to the beginning of each school year in a meeting with the Head Teacher and Executive Director.
- Goals and plans will be based on educator interest and head teacher feedback.
- PD plans will be reviewed at the beginning of each term.
- A year end meeting will be set to identify progress and areas for ongoing development.
- Educators will be financially supported to seek professional development through workshops and post secondary courses.

Mentorship

YMS supports the development of a community of professional learners through fostering pedagogical mentorship and ongoing collaborative dialogue in practice.

- Teams will be supported with time to create trusting relationships that foster opportunities to give and receive feedback regularly in practice and support practices of collaborative dialogue.
- Through documentation and regular communication educators can support each other in practice through informal peer mentorship.
- Teams will seek to develop strengths of each member building off the unique skills and areas of practice interest. In this way expertise can be fostered to support the overall richness of the school environment.

Group Professional Development Days

Throughout the year there will be opportunities for the educator team to learn together through scheduled professional development days.

- The topics for the days will be collaboratively determined to support team development and learning needs.
- Workshops, conferences or other training may be organized to provide opportunities for new learning in areas applicable to supporting the learning of children and young people.
- The schedule of professional development days will be set prior to the beginning of each school year and will be communicated to the parents. Ongoing reminders will be given to parents through newsletters, emails and website.