**Kirk O’Shotts Nursery Class**

**Staff Development**

**Policy**

**May 2017**

**Staff Development**

* Through informal discussion, observation and PRD interviews, areas for support and development are identified.
* Staff members are responsible for emailing a record of their PRD discussion to

 learning&development@northlan.gov.uk

* A range of actions are considered and employed. This includes:
	1. Visits to other establishments.
	2. Invitations to others to share their knowledge with our staff.
	3. Attendance at courses.
	4. Working in partnership with others.
	5. Use of reference materials e.g. recommended reading, use of the internet.
* Staff members are given the opportunity to share their learning at staff meetings.
* Peer observations are organised and time allocated for follow up discussion to evaluate and agree points for action.
* Staff have leadership roles within the nursery.
* An overview of leadership roles and professional development should be kept in each staff member’s own folder.
* Individual staff members are responsible for recording their own personal and professional development on MySSSC.