

	POLICY NO: 4.5
Adopted	2016
Projected Review Date	2028
Revisions	2020, 2024, 2025

POLICY: PROFESSIONAL LEARNING

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, and service department plans and identified staff needs.
- Create a culture of human rights and anti-discrimination by offering professional development opportunity which identify, challenge, and respond to discriminatory practices, biases, and systemic barriers to ensure that students and staff learn and work in environments free from discrimination, and harassment.
- Foster an anti-racist and anti-oppressive learning and working environments through acknowledging, understanding, and addressing systems of oppressions that can result in systemic inequalities and inequitable educational outcomes.
- Promote a professional learning culture that is focused on the development of collective and distributed leadership that builds a culture of academic optimism.
- 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 to embed equity and inclusive practices into their daily classroom and workplace practices.

INTENDED OUTCOMES:

Effective employee professional learning promotes a climate of continuous improvement, and engagement for all employee groups.

RESPONSIBILITY:

Chief Executive Officer

TERMINOLOGY:

Academic Optimism: Collective efficacy, trust and high expectations for staff and students.

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

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

ACTION REQUIRED:

The Board Improvement Plan, through Ministry guidelines and other legislated requirements, will guide the priorities for developing and delivering professional learning.

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. • Student and staff voice survey

REFERENCES:

Government Documents

Education Act Regulations