

Staff Professional Development

Continuous professional development for staff is a core value, strength and priority of School of the Holy Spirit. It is central to the high standards of learning, teaching and holistic growth and development for our whole school community to which we aspire. CPD is promoted for all staff, is an inclusive process and is seen as integral to life-long learning. Policy development in our school is predicated on high participation and uptake of CPD.

Our school recognises the dynamic world in which our students now live and the need to equip students with the wider life skills of resilience, flexibility and problem-solving they will need to live a full and happy life.

The complexity of presentation of our student body, the implications of severe mental health issues on their education and the need to support our families is also a driving force in accessing all relevant and current CPD.

We endorse international research findings:

- CPD keeps teachers in step with current standards and ensures that teachers deliver high quality learning and teaching which impacts positively on student outcomes.
- CPD increases teacher motivation, confidence and commitment to teaching, learning new skills and applying these in the classroom, creating a more positive classroom environment.
- CPD ensures that teachers are compliant with the latest educational requirements of the DES.

School of the Holy Spirit facilitates CPD in the following ways:

- All Posts of Responsibility are filled under the current allocation model (Circular 0025/2021). Appointments to Posts of Responsibility are carried out according to Circular 0044/2019. All eligible teachers are actively encouraged to apply for advertised. New Post Holders are encouraged to participate in training pursuant to their posts e.g. Misneach, Táiniste, Comhar, and to lead learning and teaching in their subjects and areas of responsibility.
- Class teachers are encouraged to source training which is of specific interest to them and/or relevant to their current class/students, through OIDE, Middletown, NCSE etc.
- New teachers are offered training in embedded school practices such as PECS, TEACCH, Sensory Preparation, when the opportunities arise and where practicable.
- Newly Qualified teachers are trained by in-school Droichead facilitators.
- Whole school training is sourced and provided in an area of recognised current or ongoing need e.g. Studio 111.
- Identified training is offered to specific staff, groups to meet specific needs e.g. First Aid, LÁMH

Recent Professional Development:

- Principal attends the annual Principal's Conference.
- Deputy Principal attends the annual Deputy Principal's Conference.
- All staff trained in TUSLA Child Safeguarding (Teachers, SNAs, Ancillary Staff, Bus Escorts)
- Two teachers as Droichead facilitators for NQTs.
- Teachers trained and received Sustained Support for Primary Language Curriculum which is being embedded in planning, learning and teaching.
- Primary Maths Curriculum training currently being attended by Principal and Post Holder
- All teachers have engaged with initial training for the New Curriculum Framework.
- Secondary teachers are engaging with training for the Junior Cycle.
- Individual teachers are completing training in specific training e.g. Supporting bereaved students
- Teachers have completed summer courses across a wide range of areas. (See EPV Folder)
- Emotional and Behavioural Regulation - NEPS (all staff)

Professional Training Delivery may be:

- Whole School Face-to Face training in an identified area e.g The Trauma Centred School
- Whole School online training e.g. TUSLA Child Safeguarding
- Group Face-to Face training in school at a centre e.g. First Aid
- Group online training e.g. Bereavement Support for students
- Individual Training sourced by the individual teacher or school leadership
- Webinars on specific areas- individuals, groups

Sources of CPD:(NOT an exhaustive list)

- Kilkenny Education Centre
- DES
- NCSE
- Oide
- Middletown
- NEPS
- JCT Support Team
- CPD Courses online

Angela Lennon has responsibility for oversight of Professional Development. She will liaise with the Principal, S. Leo and L. Wemyss around CPD. Certificates from courses undertaken by individual teachers will be given to Angela for filing in a centralised folder to inform school leadership and forward planning and assessment.

On completion of training teachers will share the salient points of information with colleagues at the next available opportunity at a staff meeting. Main points may be circulated via email or hard copy. These will also be copied to the Staff Professional Training Folder.

The Board of Management will pay for courses the school wishes teachers to undertake and any other expenses incurred during this training.