

# **410 PROFESSIONAL DEVELOPMENT**

## **Belief**

The Maskwacis Education Schools Commission (MESC) follows the cultural and traditional teachings of the Maskwacis Cree, in particular, Wahkohtowin.

Wahkohtowin is the belief that all things are related and connected, that all of existence has spirit and that living in a good way requires us to maintain good relationships with each other and other aspects of existence. We recognize that respect for mother earth, elders, youth, and the Treaties are paramount to planning ahead and making decisions for future generations.

The MESC believes that comprehensive professional development focuses on enhancing professional practice and building leadership capacity.

## **PROCEDURES**

1. Student learning is enhanced when employees access effective professional development.
2. Effective professional development is intentional, continuous, job-embedded, evidence-based and research-based.
3. Comprehensive professional development supports employees to achieve the priorities and goals in improvement plans.
4. Comprehensive professional development addresses identified needs, and monitors and reports on progress to achieving the priorities and goals of improvement plans.
5. Comprehensive professional development needs to be systematically planned, supported and sustained.
6. High-quality professional development supports Wahkohtowin, Iyiniw Mamtohnhehikan, Nehiyaw Pimatisiwin and consists of the following elements: content context, and design.
  - 6.1. Content is the subject matter that is in line with the Maskwacis Education Law and the Maskwacis Cree Declaration on Education and implies working with the MESC on a specific content;
  - 6.2. context is the immediate environment that the employee works;

- 6.3. and design is the modeling of new strategies and the construction of opportunities to practice and reflect on them by the individual.
7. Professional development needs of the MESC, site and individual may overlap, but each may have unique requirements. The MESC will establish the broad professional development content, sites will address their unique context within the broad content, and individuals remain responsible for the design and the embedding of professional growth into their day to day practice.
8. The provision of time and resources to address identified needs is a shared responsibility between the MESC, sites and employees. Since time and resources are limited, coordinated professional development planning and consultation ensures resources are used efficiently.
9. Each site shall have a professional development committee to ensure the involvement of certificated and non-certificated employees with administrators.
10. The Superintendent will establish the broad professional development content, which has relevance to the entire Maskwacis Education Schools Commission, in consultation with Principals.
11. Site based professional development:
  - 11.1. Improves job-related knowledge, skills, or attributes in relation to the needs and concerns specific to a site's context,
  - 11.2. Is aligned with MESC content,
  - 11.3. Provides opportunity for input of all employees members at the site, and
  - 11.4. Is funded by the site budget.
12. Individual based professional development:
  - 12.1. Ensures the design and the embedding of professional growth into the individual's day to day practice,
  - 12.2. Encourages reflection and improved practice based on the needs of the individual in order to achieve expectations of a specific role, job description, and professional growth plan,
  - 12.3. Is aligned with the system and site professional development plan.
13. Employees will provide evidence of improved practice as it pertains to the MESC and site priorities.
14. Participation in scheduled MESC and site professional development is a professional obligation and requirement. MESC has the right to deduct pay or take other disciplinary action for employees who are absent from scheduled professional development without prior approval for legitimate reasons.