

<b>Adopted</b>	<b>February 1, 1999</b>
<b>Revision Date</b>	<b>November 18, 2020</b>
<b>Review Year</b>	<b>2022</b>

**Background/Purpose:**

The Board of Directors supports professional development (PD) opportunities for all staff members in their individual pursuit of lifelong learning that enhances educational services for Aurora students. The Board will also provide PD support in areas that the Board targets for organizational growth. According to the Teacher Quality Standard (Ministerial Order #016/97), teachers are obligated to: "...engage in ongoing professional development."

As per the Collective Agreement, when the Board reviews Policy 5120 - Professional Development, the Board shall notify the Alberta Teachers Association. The Association will be invited to the appropriate meeting of the Policy Committee.

**Policy Statement:**

The Board of Directors will support and encourage staff members who take the initiative in their ongoing development of skills and competencies. The Board will allocate funds in the annual budget to assist staff in participating in such professional growth.

**Guidelines:**

1. The Professional Growth Account is available to all permanent full-time and part-time staff members. Staff members on Leave of Absence are not eligible.
2. Each eligible staff member has access to the account to a maximum of \$1000 during the period of September 1 to August 31 of each fiscal year. Part-time employees will be eligible for an amount starting at \$250 and prorated to their FTE above that amount.

**Accountability:**

*Annual review by the Board of Directors.*

**References:**

*AR 5120 Staff Professional Development*