

## EDMONTON PUBLIC SCHOOLS

January 27, 2009

TO: Board of Trustees

FROM: E. Schmidt, Superintendent of Schools

SUBJECT: Improving Student Achievement Through Personnel Services – Staff Development

ORIGINATOR: J. Bidulock, Assistant Superintendent

RESOURCE  
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### INFORMATION

In September 2003 the responsibility for supporting the development of an overall strategy for staff development in the District was assigned to Personnel Services, Staff Development. Eight goals were identified as essential to this work:

- To develop profiles which identify critical competencies for staff positions across all staff groups.
- To support the District's commitment to continuous improvement by developing or brokering professional development that will assist staff in gaining competencies.
- To facilitate access to professional development opportunities including district programs such as: the Clause 23 Professional Improvement Program; the Teacher Development Program; the Leadership Education Development Program; and the Principalship Education and Development Program.
- To facilitate access by staff to professional development opportunities as required by legislation, collective agreements, Board policies and standards.
- To maintain and track information regarding staff qualifications and professional development.
- To monitor and measure programs facilitated to ensure that they are effective, dynamic and flexible for meeting the educational needs of staff.
- To increase accessibility and quality professional development through researching and implementing new technologies and opportunities.
- To be responsive to the changing educational needs of the organization and to changes in the global educational environment.

These goals are met through collaboration with Information Technology Services, Consulting Services, Facilities Services, Financial Services, Metro Continuing Education, and post secondary institutions across the province.

Multiple growth and development opportunities are currently provided through Personnel Staff Development. This work is guided by 1.8 full time equivalent exempt staff members with the support of two administrative assistants and input through committee work with Canadian Union of Public Employees Local 474, Canadian Union of Public Employees Local 3550 and the Alberta Teachers' Association.

Personnel Services, Staff Development provides support for teaching and learning consistent with Board Priorities and is committed to bright futures for all Edmonton Public students and staff.

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