

The South Slave Divisional Education Council believes that *lifelong learning* is as important for staff as it is for students. Further, the Council believes that staff in-service for curriculum and program development and implementation, and GNWT Directives and guidelines are a responsibility for central administration and regional coordinators.

It is recognized that individual NWTTA members, the Local Professional Improvement (PI) Committees and the Regional Professional Improvement (PI) Committees have the right to determine the priorities for the expenditures of the Professional Improvement funds according to the provisions of the collective agreement. It is further recognized that the programs for the four Professional Development Days may be organized in consultation with school and central administration, but that the NWTTA locals largely reserve the right to determine the agendas for each of those days.

Senior administration reserves the right to determine the agenda for any in-service days organized in the school calendars.

REGULATIONS

While the following principles guide in-service planning and delivery, they must be applied within the financial limits set by the annual budget process.

1. Wherever possible staff in-service will be organized to draw on and strengthen the professional skills within our staff membership. Contracting southern experts may be appropriate for the introduction and training of new skill sets but should be compared against the leadership skills developed and reinforced when using the expertise available within the South Slave organization and other jurisdictions in the NWT.
2. It is important for teachers in the same grades or subject areas to meet as often as possible to share insights and best practices. While in-service costs may be increased by travel required to bring South Slave teachers together, the educational value of collaborative planning and shared experience is considered a priority.
3. It is considered important for the Senior Leadership Team (Superintendent, Supervisor of Schools, Principals, and Regional Coordinators) to be aware of the wider educational issues and knowledge available from participation in a wide variety of educational conferences. It is believed that a broader vision of education improves the quality of school administration and educational leadership in South Slave schools. An annual budget will be established at either the local District Education Authority/school level or the Council level for school administrator professional development.

4. While it is acknowledged that teacher membership in professional organizations and participation in teacher conferences improves teacher skills and benefits students, no funding will be provided by the SSDEC for such conference expenses. Members have access to both Central and Regional PI funds and may also apply to the school principal for funding through school O&M.
5. While funding individual teacher travel for southern professional development is not a priority, the SSDEC will participate in Department of Education, Culture and Employment or SSDEC sponsored tours and training sessions intended to focus on specific southern curricula or regional program priorities.
6. The SSDEC will participate in annual Department in-service sessions. In addition to the participants funded by the Department, the SSDEC will attempt to maximize participation of other staff depending on availability of training spaces and budget funds.
7. Since support staff are an important element of our school system and in the education of children, the SSDEC will budget for and provide in-service or professional development opportunities for regional office staff, Education Assistants, Secretaries and Custodians.

Reference: *Education Act*, South Slave Divisional Education Council Regulations,
Section 6 (u).

Date: December 2002
November 2023