



Lakehead
Public
Schools

Section Thirteen

Staff Development



Section 13 STAFF DEVELOPMENT

Goals of Staff Development

Recognizing Lakehead District School Board personnel as a vital asset, we promote opportunities for professional development, mentoring and leadership in a supportive environment at all levels of organization. A sense of shared purpose and mutual respect enables self-directed, lifelong learners to participate in meeting the challenges of a continually changing society.

Lakehead District School Board will continue to:

- promote continuous professional development
- expand professional development and training opportunities for all staff
- expand mentoring programs to support and retain our staff
- review and improve principal/vice principal intern programs and professional training opportunities
- promote the efficient use of new technologies in delivering professional training
- implement professional growth plans for all staff
- expand staff recognition programs and incentives

Input and Priorities

Staff development plays a major role in all aspects of the Lakehead District School Board. School and system staff development needs are identified by Board, School and Ministry initiatives. Input for staff development is collected in a variety of ways. Less formal methods of school-based needs assessment may be addressed at the school level and supported by Instructional Services or community expertise. More formal approaches, such as surveys to the schools and monthly meetings with the Special Education Team, identify and review school and system needs and priorities.

Staff development is ongoing as are supports, identified needs and initiatives to expand educational opportunities for all staff.

An ongoing assessment of professional development needs will be undertaken to address the emerging needs of school staff and students.

SEAC continues to support professional development for teachers, support staff, principals and facilitators. During regularly scheduled SEAC meetings, time is set aside on each agenda to allow members to inform the rest of the group about any workshops that their respective associations may be hosting and to promote interest in workshops coming up in the community.

Partnerships

What is a Partnership?

A Partnership...is a mutually supportive arrangement between a school or school board and a large or small, local or national business, post-secondary institution, government department or community agency. The main purpose for the establishment of a partnership is to benefit learners, though it is a given that both partnering organizations can and should benefit from the association.

Lakehead District School Board is committed to partnerships and works collaboratively with community agencies. Workshops are offered to both school and system staff in a collegial, multi-disciplinary environment. Community agencies offer their expertise upon request to meet needs. Community agencies offer a variety of in-service, for example:

- Anxiety and Depression
- Social Thinking
- Staff self-care
- Trauma informed practices
- Suicide Prevention
- Fetal Alcohol Syndrome
- Anger Management
- ADD/ADH

Ministry of Education and Lakehead School Board District

Through a number of specific grants from MOE, Lakehead District School Board is able to offer students a wide variety of school-to-work programs and a broad base of educational experiences with business, industry, and community groups.

Regional Partnerships

We are members of Northern Ontario Education Leaders (NOEL), a coalition of directors of education from every board in Northwestern Ontario. NOEL also has representatives from the Faculty of Education at Lakehead University and from the Ontario Institute for Studies in Education/University of Toronto Northwestern Centre. NOEL currently has identified two priorities: leadership development and literacy. We belong to a transportation and the city purchasing consortium, and we continue to pursue partnerships with other coterminous boards on curriculum issues.

We are working to make Lakehead District School Board a source of pride and the centerpiece of our city.

Communication

Communication for staff development is further supported through Lakehead District School Board's website. The System Calendar, a list of in-service events, is posted on the Board website. Also, prior to any staff development sessions, posters and memos are used to advertise and promote staff development opportunities.

Budget Allocation for Special Education Staff Development

The Lakehead District School Board allocates a portion of the Special Education budget for staff development by reviewing current needs and initiatives. Staff development is also supported by the expertise of community agencies and various partnerships.

Staff Development Overview 2020-2021

While professional development opportunities for the 2020-2021 school year were limited due to the pandemic, training priorities focused on supporting the needs of all learners. A range of workshops, in-service training/coaching and resources have been offered for Student Support Professionals, Teachers, Special Education Facilitators and Administrators.

Special Education Workshops/In-Service Training:

- Autism Spectrum Disorder – ABA
- Assistive Technology – Read and Write, Lexia, iPad, Apps, etc.
- Behaviour Management Systems Training
- Continuum of interventions to promote positive student behaviour and well being
- Cultural training
- Creating individual education plans and programming for students with unique needs
- Educator self-care and staff wellness
- Medical Training – Administration of medication, epi-pen, seizures, diabetes, etc.
- New Facilitator Training Sessions
- New Teacher Induction Program
- Social Thinking – Zones of Regulation
- Staff well-being and self-care
- Supporting students with Learning Disabilities; Lexia Training
- Social-Emotional Learning programs such as Zones of Regulation, and Healthy Relationships Plus

