



Stranmillis Primary School

Professional Development Policy for Teachers

Version: September 2025

Ratified by Stranmillis PS Board of Governors; November 2025

Policy Statement

Our school is committed to fostering a culture of continuous professional learning and development. We recognise that high-quality teaching is central to pupil achievement and wellbeing, and we aim to support all staff in their professional growth throughout their careers.

Aims

- To support teachers in developing their professional practice, leadership skills, and subject knowledge.
- To align professional development with the school's strategic priorities and the School Development Plan (SDP).
- To ensure compliance with the PRSD Scheme and Department of Education guidance.
- To promote reflective practice and lifelong learning.

Scope

This policy applies to all teaching staff, including:

- Newly Qualified Teachers (NQTs)
- Early Career Teachers (ECTs)
- Experienced Teachers
- Middle and Senior Leaders

Framework for Professional Development

Professional development will be structured around the four key stages outlined by the Department of Education:

- Initial Teacher Education (ITE)
- Induction (Year 1)
- Early Professional Development (Years 2–3)
- Continued Teacher Professional Learning (TPL)

Performance Review and Staff Development (PRSD)

All teachers will participate in the PRSD annual cycle, which includes:

- **Objective Setting:** Linked to the SDP and covering professional practice, curriculum development, and personal growth.
- **Monitoring and Support:** Including lesson observations (max. 2 per year, not exceeding 1 hour total).
- **Review Discussion:** To evaluate progress and set new objectives.

- **Training Needs Identification:** Outcomes will inform CPD planning and resource allocation.

CPD Opportunities

Teachers will have access to:

- In-school training and workshops
- External courses and conferences
- Online CPD platforms
- Collaborative learning (e.g., peer observations, coaching, mentoring)

Roles and Responsibilities

- **Teachers:** Engage actively in CPD and PRSD processes.
- **Middle Leaders:** Support staff development and monitor progress.
- **School Leadership Team:** Conduct reviews and provide constructive feedback.
- **Board of Governors:** Ensure policy implementation and strategic oversight.

Monitoring and Evaluation

The effectiveness of professional development will be reviewed annually through:

- Staff feedback
- PRSD outcomes
- Impact on teaching and learning
- Alignment with SDP goals

Policy Review

This policy will be reviewed every four years or in response to changes in Department of Education guidance.