

# **PRINCIPLES TO UNDERPIN WORKFORCE DEVELOPMENT**

## **CREATING THE CLIMATE**

The school workforce will develop more effectively when there is a climate of learning within which the whole workforce expect to be developing personally and contributing to the school's progress.

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## **LEADERSHIP**

The school workforce will develop more effectively when It is strategically led, well informed, widely understood and includes the whole workforce.

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## **SYSTEMS AND PROCESSES**

The school workforce will develop more effectively when it is underpinned by systems and processes that are an integral part of school improvement and enable the whole workforce to engage in effective development.

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## **NEEDS IDENTIFICATION**

The school workforce will develop more effectively when needs and wants are identified at personal, area and whole school level.

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## **APPROACHES AND METHODS**

The school workforce will develop more effectively when the range of approaches matches the needs and learning styles of individuals.

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## **EVALUATING IMPACT**

The school workforce will develop more effectively when the impact considers the benefits to the individual and children and young people