



BOARD OF EDUCATION
School District No. 57
2100 Ferry Avenue
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(250) 561-6800

POLICY 4131.1

EMPLOYEE GROWTH AND DEVELOPMENT

APPROVED: 1974.08.20

REVISED: 1991.06.11
2000.06.27

POLICY

The Board of Education believes it should provide resources through the annual budget process to support employee growth and development.

DEFINITIONS:

“**Growth and development**,” in this context, is a term referring to a range of learning opportunities and/or experiences designed or made available for employees. Such activities are planned to support employees and to enhance their completion of job-related duties.

Responsibility Centre: Human Resources Dept./School Services Dept.
References: *School Act*, Section 85
Collective Agreements

EMPLOYEE GROWTH AND DEVELOPMENT

PREAMBLE

Employees constantly reflect on their work and the effectiveness of their strategies to accomplish goals. They adjust practices accordingly. Employees seek opportunities for renewal and refinement and, in so doing, model lifelong learning. This policy sets out the procedures and responsibilities of the district to facilitate employee growth and development.

Approved: 2000.06.27



EMPLOYEE GROWTH AND DEVELOPMENT

REGULATIONS:

1. Employee growth and development may include employee attendance at training sessions, courses, seminars, conferences, workshops, special events, committee meetings and other activities designed to enhance employee effectiveness and performance.
2. The Human Resources Department and the Schools Department shall provide leadership in employee growth and development areas and shall facilitate the delivery of programs meeting the training, development and growth needs of the district and its employees.

Approved: 1991.06.11
Revised: 2000.06.27



EMPLOYEE GROWTH AND DEVELOPMENT

ADMINISTRATIVE PROCEDURES:

1. The Director of Human Resources (or designate) and/or the Director of School Services (or designate) may assist, upon request, individual employees, schools, work units, zones or district groups in assessing growth and development needs, formulating plans and strategies to meet needs, and implementing and evaluating growth and development initiatives.
2. Subject to the prior approval of the Human Resources Officer, and/or the relevant collective agreement articles, support may be given to employees through the educational bonus provisions.
3. Courses supported through educational bonus provisions must be applicable to the employee's current or proposed work responsibilities.

Approved: 1991.06.11
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