

1 Policy Statement

- 1.1 Kingston College is committed to promoting and extending the highest standards of professional practice amongst its staff. We recognise that our staff are our most valuable asset and that investment in training, support, development and awareness is central to the College's core aim of improving student performance. As the College seeks to address a range of challenges, stimulated by external initiatives and a clear impetus to raise quality, it is timely to clarify our vision and objectives for professional development.
- 1.2 Our vision is for a professional development environment that enables all staff to fulfil their potential and which promotes Kingston College as an outstanding provider of education and training. The Professional Development Policy seeks to support this ideal by:
- Identifying the meaning and benefits of professional development for the College;
 - Outlining key groups of staff that have greatest needs for professional development; and
 - Setting out key objectives for professional development at the College.
- 1.3 The document examines the role of professional development at Kingston College and outlines the principles and processes that will govern the enhancement of this area of activity over the next three years. In particular it identifies the function of a Centre for Learning and Professional Development which is being proposed to stimulate improvement in teaching quality and coordinate all forms of professional development within the organisation.
- 1.4 The policy will be supplemented by a Professional Development Strategy, which will translate the principles identified here into practical approaches and resources.

Access to the Policy

- 1.5 All staff must be familiar with all policies and procedures, detailed criteria can be found on the College Website, in the Learning Resources Centre and in policy files in Faculty/Division offices.

Policy Title:	Professional Development Policy	Staff Member Responsible:	Director of QIPD
Version:	Final	Review Due:	July 2011