

**Department: Human Resources**  
**Section: Employee Development and Evaluation**

The Annapolis Valley Regional School Board believes that student performance and system effectiveness are improved by providing a comprehensive training and development program for employees within the context of its annual Educational Business Plan.

The Board believes that the purpose of training and development is to encourage and facilitate the continuous growth of its employees. To this end, the Board will provide employees with opportunities to:

- acquire or enhance the knowledge and skills required to maximize their performance in their current position;
- acquire new competencies in response to, or in preparation for, changing position requirements or new position opportunities;
- develop or redirect their career as individual or organizational needs change;
- acquire or enhance knowledge and understanding respecting issues of fairness, equity, human rights and cross-cultural understanding.

The Board acknowledges that training and development are shared responsibilities and expects all employees to contribute positively to this undertaking.

### **Monitoring**

- The Director of Human Resources is responsible for the implementation, monitoring and revision of this policy.
- This policy will be monitored annually.