

Developing a school policy

Why do we need to?

- A policy represents a *commitment* by the school management to the issue concerned - "It's in our policy - we have to do something about it."
- A policy helps to ensure that *resources* are made available - "It's in our policy - we'll need to provide for it."
- A policy provides a *framework for planning and action* - "What do we have to do?" "Well, what does the policy say?"
- A policy provides a *basis for evaluation* - "Have we done everything we're supposed to? Have we met our goals? Let's check the policy!"
- A policy makes it harder for people to *avoid the issue* - "It's in our policy - why aren't we doing something about it?"

Furthermore, the *process* involved in writing a policy helps people to confront the issues and to clarify their thinking. It may make them ask questions they've never asked before:

"What are the important things we've got to take into account here? How can we find out? Who knows about this?"

A Policy....

- Has a definition of gifted learners
- Acknowledges gifted learners as learners with special needs
- States aims
- Is school wide in approach
- Commits to the development of:
 - a sound identification process
 - appropriate programming
 - appropriate resources
 - effective record-keeping
 - relevant evaluation
 - efficient management systems
- Guarantees continuity of provision
- Recognises special issues such as gender, culture, etc
- Provides for
 - funding
 - ongoing professional development
- Allocates responsibility
- Sets in place monitoring and review
- Is supported by an action plan.