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.

Extract from They’re Not Bringing My Brain Out
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