

## **5.3 Professional Development Plan (approved: 27 May 2021)**

5.3.1 The Fort Sackville Foundation (FSF) is a volunteer run Foundation. The Board of Directors acknowledge that professional development can be encouraged, but not imposed upon volunteers.

The Board of Directors recognize that there are both organizational and individual benefits for volunteers to participate in professional development.

5.3.2. Organizational benefits:

- Prepares volunteers to achieve the FSF objectives
- Increases success in meeting the FSF objectives
- May encourage volunteers to remain engaged with the FSF
- Builds ethical practices

5.3.3 Individual benefits:

- Develops greater confidence
- Promotes a heightened sense of usefulness when skills can be applied
- Stays abreast of new knowledge and skills
- Encourages ongoing learning

5.3.4 Professional development will be focused on increasing the knowledge, skills and abilities of the FSF volunteers and will be aligned with the FSF's objectives.

Professional development opportunities include, but are not limited to the following:

1. ANSM Museum Studies Program
2. CNSA Core Curriculum Program
3. CANMUSE training
4. Conference Attendance
5. Online training (webinars)
6. Workshops (ANSM site visits)

The FSF will support professional development for volunteers by allocating funds in the annual budget for professional development. The amount to be allocated will be influenced by the financial health of the FSF. Pre-approval of participation must be achieved prior to registration if the volunteer wishes to be subsidized.

Subsidized professional development participants will be expected to give a report of their learning either in person or in writing to the FSF executive or Board or the membership, within three months following their participation.

**DOCUMENT SOURCES:**

Planning for Staff and Volunteer Training in Museums – M. Christine Castle (2003)