

# PROFESSIONAL LEARNING

## POLICY

### Rationale:

- Focussed and needs driven professional development programs provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.

### Aims:

- To provide opportunity for all staff to further their professional skills and/or qualifications.
- To provide opportunities for staff to further develop their awareness, knowledge and skills in current teaching and learning practices.
- To develop teachers with enhanced skills that in turn will improve student learning.

### Implementation:

- Ongoing and needs driven professional development is an obligation of all professionals.
- Each individual's professional development is a shared responsibility between the school and the staff member.
- Each staff member will develop a personal professional development plan that is embedded within, and reflects the performance review process and ties heavily upon the Annual Implementation Plan and School Strategic Plan.
- The personal professional development plan will allow for both school identified needs, and those of a personal interest.
- A budget will be allocated to professional development each year and adhered to. Budget implementation will allow, over time, for equity of resources amongst staff, and include an amount for incidental professional development.
- Staff are encouraged to seek and provide professional development from other staff members within the school.
- All staff attending professional development have a responsibility to report to the remainder of staff about the activity and its benefits etc.
- Only school sanctioned PD will be paid for by the school. Should staff wish to undertake additional PD, then this will occur in their own time and at their own cost.
- Part Time staff will be paid for the PD undertaken when it falls on one of their non scheduled work days.
- Professional learning requests will need to be submitted to the Principal at least three weeks prior to the event to ensure the leadership team are able to assess the application.

### Evaluation:

- This policy will be reviewed as part of the school's review cycle.

This policy was last ratified by School Council in....

November 2012.