



STAFF PROFESSIONAL LEARNING POLICY

RATIONALE

- A focussed and needs driven professional learning program linked to our School Strategic Plan provides optimum opportunities for professional growth, enhanced diversity, and improved student learning.

AIMS

- To develop the skills of all staff (teaching and education support), in order to improve student learning.
- To provide opportunity for all staff (teaching and education support), to further their professional skills and/or qualifications.
- To provide opportunities for all staff (teaching and education support), to further develop their understanding, knowledge and skills in current exemplary teaching and learning practices.

IMPLEMENTATION

- Ongoing and needs driven professional learning is an obligation and professional responsibility of all professionals.
- Each individual's professional learning is a shared responsibility between the school and the staff member.
- Each staff member, using feedback from students, peers, their Curriculum Improvement Leader (CIL) and Teaching and Learning Leader (TaLL), will identify their professional learning needs and set SMART goals as part of the Performance and Development process.
- Each staff member's progress against the achievement of their professional learning goals will be monitored as part of the Performance and Development program,
- A budget will be allocated to professional learning each year. Budget implementation will allow, over time, for equity of resources amongst staff.
- The TaLL team and the School Improvement Team (SIT), led by one of the Assistant Principals, will plan the school professional learning program.
- Staff will follow the established process to express interest in professional learning opportunities other than those planned for by the School Improvement Team (SIT).
- Staff are encouraged to seek professional learning from and provide professional learning for other staff members within the school.

EVALUATION

This policy will be reviewed to reflect new regulations and best practice.

REVIEW CYCLE

This policy was last updated in **March 2017** and is scheduled for review in **March 2020**.

Endorsed by School Council in March 2017.