



# 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 outcomes.

## AIMS

- To develop the skills of all staff (teaching and education support), in order to improve student learning outcomes.
- 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

- Commitment to ongoing and needs driven professional learning is a responsibility of all professionals.
- Professional learning can take many forms and includes school curriculum days, afterschool PL sessions, professional practice days, our PLC inquiries, observations and professional reading and discussions.
- 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 Professional Learning Community (PLC) leader and the school's Curriculum Leaders, 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 PLC Leaders team and the School Improvement Team (SIT), led by one of the Assistant Principals, will plan the school professional learning program in accordance with our SSP and AIP.
- 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 **September 2020** and is scheduled for review in **September 2023**.

**Endorsed by School Council on 20<sup>th</sup> October 2020**