



# PROFESSIONAL DEVELOPMENT

## POLICY

### **Rationale:**

- Focussed and needs driven professional development programs provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.
- Improved effective school governance and decision making.

### **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.
- To ensure all school councillors have the opportunity to develop the skills they need to exercise their responsibilities in the most effective manner.

### **Implementation:**

- Ongoing and needs driven professional development is an obligation of all professionals, School Councillors and volunteers.
- 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.
- The personal professional development plan will allow for both school identified needs, and those of a personal interest.
- The Assistant Principal will be assigned the responsibility of professional development coordinator. Their role will be to inform staff of professional development opportunities, which in turn will reflect individual staff needs as identified in performance review plans. The coordinator will also play a role in coordinating and organising professional development activities for individuals and the whole school, as well organising any replacement teacher needs.
- 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. The professional development coordinator will be responsible for its implementation.
- Embedded professional learning occurs through the professional learning consultation process. All staff members are expected to be active participants.
- All staff and councillors attending professional development have a responsibility to report briefly to the remainder of staff/councillors about the activity and its benefits etc.

- School Council meetings have professional learning embedded in each meeting.

**Evaluation:**

- This policy will be reviewed annually

This policy was last ratified by the school Council in

**August 2019**