



PROFESSIONAL DEVELOPMENT POLICY

Rationale:

Focussed and needs driven professional development programs:

- Provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.
- Improve 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 council members have the opportunity to develop the skills they need to exercise their responsibilities in the most effective manner.

Implementation:

- Professional Development requests must align to the School Philosophy, Vision, Strategic Plan or AIP.
- Professional Development opportunities that can be sourced at the school will not be outsourced.
- Ongoing and needs driven professional development is an obligation of all professionals, school councillors and some volunteers.
- Each staff member's performance will be monitored each year, and feedback from student learning data, peers, instructional rounds, mentors and coaches will play significant roles in determining their professional development.
- 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, school priorities and departmental initiatives.
- Members of the Leadership Team will be assigned the responsibility of professional development coordinators. 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 and coaching. The coordinators will also play a role in coordinating and organising professional development activities for individuals and the whole school.
- 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 Business Manager will be responsible for its implementation.
- Staff are encouraged to seek (and provide) professional development from other staff members.
- Staff who attend external Professional Development will be required to share their learning with other staff.

Evaluation:

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

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

July 2014