



# PROFESSIONAL DEVELOPMENT POLICY

## Rationale

- A focused and driven professional development program provides staff with opportunities for professional growth.
- Contributes to effective school planning and decision making.
- Leads to improved student learning outcomes.

## 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 practises.
- To develop teachers with enhanced skills that 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 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 school identified needs, DEECD initiatives and those of a personal interest.
- The Principal and Leadership Team will undertake the responsibility of professional development coordinators. Their role is to inform staff of professional development opportunities. They will coordinate and organize professional development activities for individual staff members and the whole school.
- Principal will be responsible for organizing any replacement teacher needs.
- A budget will be allocated towards staff professional development each year. The principal will be responsible for its implementation.
- All staff to be 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 the staff about the activity.

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

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

**November 2008**