



# Professional Development Policy

## Rationale:

- Focused and needs driven professional development provides timely support for staff to focus on effective, inclusive and safe teaching practices in order to improve student learning.
- In order to cultivate a culture of growth for all, ongoing staff professional development is vital to improving student outcomes.

## Aims:

- To provide opportunities for all staff to further their professional skills and/or qualifications
- To provide ongoing support for teachers to further develop their awareness, knowledge and skills in current learning and teaching practices.
- To develop a learning community focussed on growth for all.

## Implementation:

- The Australian Teacher and Performance Framework will be used to guide professional development in building teacher capacity. These guides are consistent with the Australian Charter for the Professional Learning of Teachers and Schools.
- Each staff member will develop a personal professional development plan that reflects the school's priorities and the staff member's professional needs. Support programs will be differentiated according to staff needs.
- Staff professional development and goals will be aligned to AITSL Standards and discussed at Annual Review Meetings.
- Each staff member's performance will be monitored and professional goals will be set in collaboration with the leadership team.
- Leadership will provide staff with collaborative structures in order to share expertise and focus on student outcomes.
- Based on the annual goals of the school, all staff will participate in professional development through school based sessions, ongoing feedback and Collaborative Learning Team meetings. Access to expertise beyond the school will also be used to further develop teacher capacity.

## Evaluation:

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

Reviewed by SDC: July 2018	Reviewed by Staff: July 2018	Ratified by Ed Board: July 2018 (or TBA)	Next review: July 2022
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