



## Professional Development Policy

### Rationale:

Staff professional development and learning is central to Kew Primary's ethos of lifelong learning. The school promotes continuous self-improvement through professional and personal learning and embeds this learning into daily teaching practice.

### Aims:

- To provide high quality staff professional development which clearly focuses on improving teaching and learning practices.
- To facilitate achieving individual staff members' professional and career advancement goals.
- To provide opportunities for all school staff to gain knowledge and experience.
- To support the implementation of the School Strategic Plan, Annual Implementation Plan and other curriculum initiatives and DET priorities.

### Implementation:

The school leadership team will organise an annual, whole school staff professional learning plan. This plan will be developed in line with the School Strategic Plan, Annual Implementation Plan & DEECD requirements and guidelines.

Professional development will be varied and responsive to individual and school needs. Structured programs will be organised on an annual basis and outlined in a term-by-term planner.

An annual professional development budget will support whole school activities. The Principal may approve budget funds to support individual programs identified through Staff Performance & Development Process.

A number of different approaches to staff professional development may be used. These might include action research and professional learning teams:

- Action research is a continuous learning cycle which involves selecting focus areas; planning, implementing and acting on the plan; observing and collecting data; analysing, reflecting, re-planning and responding by taking new actions.
- Professional learning teams (PLT) consist of groups of staff working together around a particular level or program e.g. Curriculum Team, Maths Team or Student Engagement and Wellbeing Team. These teams carefully plan the process they follow to achieve their objectives, including strategies for collecting student outcomes data, preparation of action plans, procedures for implementation, and methods of evaluating the impact of their work on teacher practice and student learning.

Sharing of individual and team outcomes as a result of professional development activities will be built into staff meetings, curriculum days and similar as part of a planned approach.

Staff professional development is also an integral part of the formal Teacher & Staff Performance & Development Process.

Individual staff members are responsible for recording and tracking their professional development activities and ensuring that they meet professional registration requirements.

Monitoring of the program will occur through the Staff Opinion Survey (Appraisal & Recognition and Professional Growth elements), Annual Implementation Plan outcomes and Staff Performance & Development Process.

### **Evaluation:**

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

*This policy was ratified by School Council in XXXX*