



PROFESSIONAL DEVELOPMENTY POLICY

Rationale

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

Aim

- To ensure all school staff has access to a high quality professional learning program that encompasses both school priorities and individual needs.
- To develop a culture where ongoing and high quality professional learning by all staff is recognised as 'the norm' at our school.

Implementation

On an annual basis and outlined in a term by term planner, the whole school staff professional learning plan will be organised by the leadership team. 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.

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

- Action Research is a cycle based on continuous learning. The cycle involves selecting the focus area, planning, implementing and acting on the plan, observing and collecting data, analysing, reflecting, re-planning and responding by taking new action.
- Professional Learning Teams consists of groups of staff working together around a particular level or program e.g. Curriculum Team, Maths Team or Student Engagement & Wellbeing Team. These teams carefully plan the process they follow to achieve their objectives including strategies for collecting student outcomes data, the 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 learning will be built into staff meetings, curriculum days and the like as part of a planned approach.

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

It is an individual staff members responsibility to record and track their professional development activities and ensure that they meet professional registration requirements.

A professional development budget will be used to support whole school activities. This budget may also be used to support individual programs with approval of the principal.

Monitoring of the program will be informed by the Staff Opinion Survey (Appraisal & Recognition and Professional Growth elements), Outcomes of the Annual Implementation Plans and Staff Performance & Development Process.

Evaluation

Evaluation of this policy will be in September 2017. All changes will be ratified by the School Council.