Professional Development Policy

Rationale

- Professional development programs provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.

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 enhance teacher skills which will improve student learning.

Implementation

- Staff will be informed of professional development opportunities. The Principal and Assistant Principal and other nominated staff will coordinate and organise professional development activities for individuals and the whole school.
- Staff are encouraged to seek and provide professional development from other staff members within the school.
- All staff attending professional development have a responsibility to report back to the remainder of staff about the activity and the implications for Kew Primary School.
- Each staff member will develop a teacher professional development plan that is embedded within, and reflects the performance review process.
  The teacher professional development plan will allow for both school identified needs, and those of a personal interest.
- A budget will be allocated to professional development each year. Personal professional development opportunities and associated replacement teacher costs will be funded through level budgets, whilst school wide professional development opportunities will be funded through the professional development budget.
- If replacement teacher needs are required, the staff member will notify the Assistant Principal.
- All staff will develop a professional development participation record as required by the Victorian Institute of Teaching.

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 2008