



Professional Development Policy

RATIONALE

Life long learning is central to the school vision of Knox Park Primary School being a “learning community”. This vision requires staff to adopt and practise an attitude of continual self-improvement through professional and personal learning, and to embed this learning into their teaching practice. The ongoing enhancement of student outcomes is underpinned by this emphasis on staff development.

AIMS

- To ensure all school staff have access to high quality professional learning experiences which are reflective of their own and the schools priorities.
- To support the implementation of the School Strategic Plan, Annual Implementation Plan and other curriculum initiatives and Department of Education and Training (DET) priorities.
- To outline an annual process which ensures all staff have ownership of their learning plan, and can receive feedback on their development and performance
- To ensure that the approach to pedagogy practices across the school are consistent and sequentially appropriate.
- To ensure professional practices are informed by current research, consistent with “best practice”, and proven to be effective in building student skills and outcomes.

IMPLEMENTATION

- On an annual basis all staff will develop an individual ‘professional development plan’, which will reflect both school and individual priorities. This document will identify both planned and incidental learning opportunities.
- This document will be developed in consultation with the Principal, reviewed mid year and be signed off as part of the annual review process. This signing off will entail discussion about future areas of learning.
- Staff meetings will be designated for Professional Development on an ongoing basis.
- Information regarding external Professional Development will be disseminated to the whole staff on a regular basis and to parents as appropriate.
- Designated Curriculum days will be used for Professional Development activities appropriate in addressing both long term goals, policies, curriculum plans and programs.
- Emphasis will be placed on using the expertise of staff and network contacts to deliver Professional Development within the school where feasible.
- Resources for staff development will be systematically reviewed.
- The Principal and Leadership team will be responsible for the coordination of individual, group and whole-school Professional Development.
- Whole school Professional Development will address school priorities and DET initiatives.

EVALUATION:

The Professional Development Policy will be amended by School Leadership as required to ensure alignment with the School Strategic Plan, Annual Implementation Plan and Departmental guidelines.

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

Ratified by School Council:	21/08/2017	No. of Pages:	Page 1 of 1
Issue Number:		Next Review Date:	21/08/2020