

PROFESSIONAL DEVELOPMENT POLICY

Rationale:

- The aims of George Street Primary School are to maximise student learning. Therefore the focused and needs driven professional development program is to provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.
- To demonstrate improved effective school governance and decision making.

Aims:

- To provide opportunity for all staff to further their professional skills and/or qualifications and competency development.
- To provide opportunities for staff to further develop their awareness, knowledge and skills in current teaching and learning practices, either individually or whole-school.
- To develop teachers with enhanced skills that in turn will improve student learning.
- To ensure all school councillors have the opportunity to develop the skills they need to exercise their responsibilities in the most effective manner.
- Providing and planning whole school professional development to ensure an overall direction is maintained and where whole school issues are effectively addressed, either as short term or long term priorities.
- Professional development will provide a vehicle for the promotion of positive system change, i.e. new directions and policies either departmental or school based.

Implementation:

- Ongoing and needs driven professional development is an obligation of all professionals, School Councillors and some volunteers.
- Each staff member's performance will be monitored each year, and feedback from student learning data, curriculum documentation, peers and / or 360° feedback and the AIP will play significant roles in determining their professional development requirements.
- Each individual's professional development is a shared responsibility between the school and the staff member.
- Each staff member will develop a personal professional development plan with the Principal that is embedded within, and reflects the performance review process.
- The personal professional development plan will allow for school identified needs along with identified areas of personal need that coincide with the staff member's goals.
- The Principal or senior staff member will be assigned the responsibility of Professional Development Officer. Their role will be to inform staff of professional development opportunities, which in turn will reflect individual staff needs as identified in performance review plans. The Professional Development Officer will also play a role in coordinating and organising professional development activities for individuals and the whole school, as well as communicating any replacement teacher needs with the Principal.
- A budget will be allocated to professional development each year for each staff member. Budget implementation will allow, over time, for equity of resources amongst staff, and include an amount for incidental professional development. The Professional Development Officer will be responsible for its implementation.
- Staff are encouraged to seek (and provide) professional development from other staff members.
- All staff and councillors attending professional development have a responsibility to share the activity and its benefits etc, as in accordance with their performance & development plan.

- School Councillors have an obligation to undertake professional development so that they may perform their roles to the best of their abilities.
- The school will pay the registration fee of staff members who are requested to attend professional development by the Principal.
- Any professional development undertaken must reflect school priorities.
- Staff can attend a maximum of one paid external professional development program per year unless professional development is recommended by the Principal
- All PD must be approved by the Principal or Professional Development Officer.
- Unless directed to attend PD by the principal, it is the staff member's obligation to meet costs of petrol etc, unless prior permission /consent is given by the principal.

Evaluation:

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

This policy was last ratified by School Council on	March 2019	
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