

PROFESSIONAL LEARNING

PURPOSE:

To enhance student learning outcomes by providing opportunities for all members of the school community to lead, facilitate and participate in professional learning activities and experiences.

To promote a culture of continuous improvement and life long learning for all

GOALS:

- To provide the opportunity for all staff to further their professional skills and/or qualifications.
- To support the ongoing development and implementation of curriculum programs.
- To encourage staff to participate in school-based and off-site professional learning activities.
- To encourage all staff to be informed about Department of Education and Training and South Western Region initiatives, policies and procedures.
- To provide opportunities for parents and the wider community to participate in a range of learning experiences to support and strengthen learning partnerships.
- To enable staff to seek relevant professional learning opportunities to promote innovation in teaching & learning through quality programs.

GUIDELINES:

- An Annual Strategic Plan will be developed, based on the 4 year School Strategic Plan, Department of Education and Early Childhood Development and South Western Region initiative.
- Staff will identify their professional learning needs, linking them to their Performance Review, Annual Implementation Plan (A.I.P), Department of Education and Training and South-Western Region initiatives and/or current Team focus.
- Professional learning will extend throughout the school community by encouraging a process of knowledge sharing with all relevant/interested members.
- The College will promote a Train the Trainer model in effectively bringing new learning into the teams.
- Parent education programs will be provided where available and of value to learning partnerships.

- Specific times within a meeting schedule will be allocated to discuss staff professional learning.

IMPLEMENTATION:

- Annual Implementation Plan (A.I.P), Department of Education and Training and teaching and learning priorities including AusVELS and the Australian National Curriculum, Principles of Learning and Teaching (PoLT) and Assessment Advice will be considered through college allocated timelines (PODs, Professional Learning Teams, whole school curriculum days) and off site professional learning forums as deemed to be supporting AIP and SSP (networks, region).
- All staff will have access to information about professional learning through the dissemination of material via Staff Bulletin, emails, networks and personal contacts.
- The Professional Learning Coordinator will actively support the subscription by staff in attending appropriate professional learning.
- The Leadership Team, coaches and consultants, in consultation with the P.L. Coordinator will program school-based staff professional learning within the current meeting schedule.
- PLTs will include whole college, individual campus and team based learning.
- Professional learning, incorporated in Program budgets will be coordinated by the PL Coordinator in consultation with Curriculum Coaches and Professional Leaders.
- Opportunities will be provided and supported for staff to observe 'best practice' in other classrooms and schools and to receive professional feedback through active participation in Lesson Study.
- Funding and support will be provided for aspirants to leadership roles as a means of providing for succession planning.
- A.I.P related P.L. to be included in Professional Learning Budget.

EVALUATION:

This Policy will be reviewed in 2017 through:

- Evaluation of Professional Learning programs
- Participants' responses to PL. (e.g. Staff Appraisal process (PDP), team meetings, feedback shared with peers)
- Reports and sharing generated through meetings
- Professional Learning strategies being transferred to classroom practice
- Annual Review reflections
- This policy to be reviewed as part of the school's two year review cycle, individually, in teams and with the community in 2017 or more often if necessary due to changes in regulations or circumstances.