

### Rationale

- Focused and needs driven professional development programs provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.
- Improved effective school governance and decision making.

### Aims

- To provide opportunity for all staff to further their professional skills, practice and/or qualifications.
- To provide opportunities for staff to further develop their awareness, knowledge and skills in current teaching and learning practices.
- To develop teachers with enhanced skills that in turn will improve student learning.
- To provide opportunity for all non-teaching staff to further their professional skills and/or qualifications and further develop their awareness, knowledge and skills in current educational and support practices.
- To ensure all school councillors have the opportunity to develop the skills they need to exercise their responsibilities in the most effective manner.

### 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, peers, instructional rounds, mentors, coaches and 360° feedback will play significant roles in determining their professional development.
- 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 that is embedded within and reflects the performance review process, school priorities and departmental initiatives.
- The personal professional development plan will allow for school identified needs, identified areas of personal need, and those of a personal interest.
- The Principal will be assigned the responsibility of professional development coordinator. 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 Principal 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.
- A budget will be allocated to professional development each year and adhered to. Budget implementation will allow, over time, for equity of resources amongst staff, and include an amount for incidental professional development.
- Staff are encouraged to seek (and provide) professional development from other staff members.



- All staff and councillors attending professional development have a responsibility to report briefly to the remainder of staff/councillors about the activity and its benefits etc.
- School Councillors have an obligation to undertake professional development so that they may perform their roles to the best of their abilities.

#### **Evaluation**

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

This policy was last updated in March 2022 and is scheduled for review in March 2025.

This policy was approved by School Council on the 15th of March 2022 and scheduled for review in March 2025.



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