



Our Lady of the Way Catholic Primary School Professional Learning Policy

Rationale:

- Focussed 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 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 ensure all staff are qualified and trained in programs and procedures relevant to the employment at Our Lady of the Way.

Implementation:

- Ongoing and needs driven professional development is an obligation of all professional and some volunteers.
- Each staff member's performance will be monitored each year and feedback from student learning data, peers, mentors, coaches, leadership etc. 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 & goal and CEM initiatives.
- This plan will allow for school identified needs, identified areas of personal need and those of a personal interest.
- The school will arrange professional development for all the staff based on the Annual Action Plan and the School Improvement Plan. Staff can also source Professional development from CEM or other professional sources and must seek the approval of the Principal to attend.
- A budget will be allocated to professional development each year and adhered to.
- Staff are encouraged to seek (and provide) professional development from other staff members.
- All staff attending professional development have a responsibility to report briefly to the staff/level about the activity and the professional knowledge gained.
- AITSL Standards are used as a basis for Annual Review Meetings.
- The school has a Professional Learning Policy for teachers that contains explicit reference to the Australian Teacher Performance and Developmental Framework. Section 3
- Standards are used as part of the planning for beginning and returning teachers.
- Teachers have individual professional learning plans.

- Induction Policy and plan.
- Mentoring Programs are in place.
- Staff/Leadership/PLT meetings are run weekly in the school. These meetings outline a plan for professional learning consistent with the Australian Charter for the Professional Learning of Teachers and School Leaders.
- Teachers maintain their record of Professional Development.
- Teachers discuss professional learning as part of the ARM Process.

Evaluation:

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