



Professional Development

POLICY

Purpose

- To promote and provide professional learning that supports effective teaching and learning.
- To provide avenues for all staff to undertake activities that will further enhance their professional skills.
- To give staff and parents the opportunity to consider a broad range of educational issues.
- To maximise awareness of educational research and emerging directions.

Guidelines

- All professional development programs will be complementary to, and supportive of, the goals of the Department of Education (DE), AIP and the School Strategic Plan.
- Encouragement and recognition will be given to staff who participate in professional development programs.

Implementation

- The Principal/Assistant Principal or their delegate will co-ordinate the school's professional development Program.
- They will liaise with all staff and record staff learning opportunities.
- A balance between all curriculum areas, AIP priorities, DE initiatives, welfare and administration issues is to be sought in the planning of in-service activities.
- The use of designated curriculum and reporting days will be determined by the Principal in consultation with the staff. Such activities require school council authorisation.
- professional development will include:
 - Co-operative planning and curriculum development within the school.
 - Visiting speakers to staff meetings.
 - Use of individual staff expertise.
 - Individual or small group visits to other institutions.
 - Staff meetings.
 - Individual staff in-service.

- Attendance at off-site professional development activities.
- Wider school community activities, formal in-service activities for school council representatives, information evenings for parents.
- Coaching by the Assistant Principal and Principal.
- Lesson observation by peers.
- Opportunities will be made available for individuals to report back to staff and/or the wider school community following their participation in professional development activities.
- A budget will be allocated to support staff members.

Policy Review and Approval

Policy last reviewed	November 2023
Approved by	Principal
Next scheduled review date	November 2024