

## **PROFESSIONAL DEVELOPMENT POLICY BETHAL PS**

### **Guidelines:**

Life-long learning is central to the school vision of Bethal Primary School being a “learning community”. This vision requires staff to adopt and practise an attitude of continual self-improvement through professional and personal learning, and to embed this learning into their teaching practice. The ongoing enhancement of student outcomes is underpinned by this emphasis on staff development.

There are a number of assumptions which drive the school approach to staff learning:

- That staff learning needs and interests are highly individual in nature and require a differentiated approach.
- That school priorities will require a whole school approach
- That collaborative learning through teamwork, sharing and feedback across the staff provide a supportive framework for staff learning.
- That staff learning can occur within the school in addition to outside provision through staff training and external providers.

### **Purpose:**

To ensure all school staff have access to high quality professional learning experiences which are reflective of their own and the schools priorities.

To outline an annual process which ensures all staff have ownership of their learning plan, and can receive feedback on their development and performance

To ensure that the approach to pedagogy practices across the school are consistent and sequentially appropriate.

To ensure professional practices are informed by current research, consistent with “best practice”, and proven to be effective in building student skills and outcomes.

### **Implementation:**

Bethal Primary School is committed to the provision of ongoing school based PD to ensure that staff are aware of current educational issues and able to implement DET initiatives.

Accreditation for a performance and development culture will be a key performance objective for all principals. The accreditation criteria will include:

- Customised plans to meet individual teacher development needs
- Quality Professional Development to address those needs
- Induction and mentoring for beginning teachers

The Teacher Performance and Development Planning Program is designed to enhance teachers' professional growth, plan career advancement and enable student's to reach their full potential.

At Bethal Primary every staff member is:

- Expected to create their own Professional Development Plan in consultation with their coordinators. (This plan should reflect both school and personal priorities). It should reflect the School's Strategic Plan.
- Principals and coordinators conduct interviews in the development of Personal Development Plans.

- During reviews, teachers will show evidence of the effectiveness of their individual PD plan and that they have met the appropriate Teaching Standards relevant to their level.
- A timeline for this process will be established each year.

Funding for Professional Development will be at varying levels:

1. All teachers/ESO's will have a base amount available to attend PD that pertains to their PD plan.
2. Teachers required to do special roles will be given access to PD that improve their skills and knowledge eg. Literacy Coordination, Numeracy Coordination, Welfare, First Aid training etc...
3. Staff Conference – all staff will be required to attend the Staff Conference held once per year – at times this will mean that staff will need to stay overnight or be available on part of a weekend. Staff will be provided with time in lieu of time worked on a weekend.

Approval for attendance at a PD activity needs to be given by the PD Coordinator. Staff will be required to report back to the whole staff during a staff meeting after attending specific PD.

All staff have the responsibility of recording all Professional Development activities they have attended during the school year. Staff will need to retain details and evidence of the Professional Development in order to meet the requirements of the Victorian Institute of Teaching.

### **Evaluation**

The Professional Development Policy will be amended by the school leadership as required to ensure linkage with the School Strategic Plan, Annual Implementation Plan and Departmental guidelines.

**This Policy was Last Reviewed at School Council in June 2017**