



ST. MARY'S SCHOOL, MOOROOPNA

PROFESSIONAL LEARNING POLICY

The Professional Learning policy has been developed to ensure that all staff continue to engage in a variety of relevant professional development activities that promote contemporary best teaching and learning practices.

ST MARY'S VISION & GRADUATE OUTCOME STATEMENT LINKS

Vision:

At St Mary's we believe that:

- Every child is given a quality education, that provides them with the knowledge, skills and values to make informed decisions as committed contributors to society.
- Each person in our school community is unique and nurtured to achieve their full potential.

Graduate Outcomes:

We aim that the children who graduate from St Mary's are:

- Responsible, show initiative and have confidence to take their own path and reach their full potential.
- Inquiring learners willing to take risks, ask questions and problem solve.

BASIC BELIEF

- For best teaching practice, continual professional development must be provided and undertaken.
- Opportunities for professional development must be made available to all school staff, both teaching and non-teaching, in order to develop individual expertise in the areas they pursue, and see as a need.
- Through continual professional development of the staff, the needs of each child will be met through ongoing learning.

A successful approach to effective performance and development relies on creating a strong and supportive culture in a school. Formal performance and development procedures are important, but

excessive attention to process is a common feature of less successful approaches. It is therefore important to focus on the factors that need to be in place for a performance and development culture to flourish. *Australian Teacher Performance and Development Framework*

AIMS FOR PROFESSIONAL LEARNING

We aim to:	We will do this by:
<ul style="list-style-type: none"> · To provide opportunities for all staff to enhance their teaching and learning skills. 	<ul style="list-style-type: none"> · Promoting all upcoming professional development via staff notice board, staff emails, staff meetings. · Communicating individually with specific staff members who have identified an area they would like professional learning in. · Scheduling Professional Learning for Staff and Leadership team meetings. · Utilising the expertise of CEO members at staff meeting and closure days.
<ul style="list-style-type: none"> ● Enhance teacher performance and Professional Development as detailed in the Australian Teacher Performance and Development Framework. 	<ul style="list-style-type: none"> ● Providing opportunities for teacher reflection and goal setting. ● Professional practice and learning from feedback and review. ● Peer Coaching.

<ul style="list-style-type: none"> · Regularly evaluate professional development. 	<ul style="list-style-type: none"> · Personal professional development mapping, goal setting and Annual Review Meetings. Goal Setting meetings with the Principal. · Maintain a Professional Development Log.
<ul style="list-style-type: none"> · Make professional learning readily available. 	<ul style="list-style-type: none"> · Updated Professional reading available in staff room and via email. · School subscriptions to a variety of educational publications. · Sharing of Professional Learning at Staff meetings. · Begin each staff meeting with 15minutes reading and discussion of a professional development article/ video.
<ul style="list-style-type: none"> · Highlight that Professional Learning is an essential part of teaching. 	<ul style="list-style-type: none"> · Major component of Annual Review Meetings. · Part of goal setting meetings with the Principal.
<ul style="list-style-type: none"> · To develop Professional growth in teachers. 	<ul style="list-style-type: none"> · Teaching staff will take part in the school Enhancing Principal and Teacher Performance and Professional Development program. • This program will be based heavily around the AITSL Teacher Performance and Development Framework.

EVALUATION

This Policy and it's attachments will be evaluated by the Leadership team and other key staff every two years. Next evaluation Term 2, 2022

ATTACHMENTS

ORGANISATION & PLANNING

- Goal Setting meetings with Principal Term 1 and review of goals at the end of Term 2.
- Agreed Learning and Teaching Self Evaluation & Peer Evaluation Term 3.
- Annual review meetings with Principal mid Semester 2.

RESOURCES:

- CEO Professional Learning Days.
- Subscriptions – including EQ Curriculum Corporation, Education Today, Education Review, Education Horizons, Teacher, Shine, ACER.
- Resources provided each staff meeting for Professional reading.

DEVELOPMENT

It is recommended that:

- This policy be reviewed every 2 years.
- Resources be audited annually and appropriately updated.
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