1.0 PURPOSE

1.1 To improve student outcomes, by identifying areas for the improvement of individual teacher’s professional practice and providing targeted professional development to address these areas.
1.2 To improve the understanding and skills of teachers, administrators and parents, in order to improve the learning process.
1.3 To keep the school community abreast of current educational policies and issues, teaching practices, curriculum change and other career opportunities.
1.4 To improve school organisation and processes.
1.5 To skill people to implement goals and priorities identified by the charter/ Annual Implementation Plan and DEECD priorities.

2.0 PRINCIPLES

2.1 Needs and priorities should be identified collaboratively and staff professional development plans developed through negotiation.
2.2 All staff should have access to Professional Development and criteria should be developed and published to determine staff attendance at Professional Development activities outside school.
2.3 The Induction program for “beginning teachers” and teachers new to the school to be implemented annually.
2.4 The staff Professional Development Program should:
   • be an integral part of the cycle of planning and review
   • support DEECD priorities and policies
   • address Charter/Strategic Plan and A.I.P. priorities and individual staff development needs
   • provide both formal and informal structures for staff to access Professional Development
   • utilise staff skills
2.5 All staff should have access to career enhancement opportunities.
2.6 Where possible activities should be open to members of the school community, and parents should be encouraged to attend relevant programs.
2.7 Staff should disperse knowledge and skills acquired at Professional Development.

3.0 POLICY IMPLEMENTATION

3.1 A Professional Development Coordinator will be responsible for the development of a School Professional Development Plan. Based on the school charter/ Strategic Plan, AIP and Individual Professional Development Plans
3.2 Attendance at Professional Development will be guided by the following needs:
   • Those identified by Individual Professional Development Plans. These plans will offer staff a focus for improving individual skills and understanding.
   • Activities which support the goals and priorities identified by the current School Charter/Strategic Plan and A.I.P.
   • Activities to support beginning teachers.
   • Activities that support the school’s “Covey” focus.
   • DEECD priorities.
   • Ensuring that a range of individuals are given opportunities to access funding
3.3 A budget will support the Professional Development Plan and will provide for other needs, which may arise during the year.
3.5 All staff will complete Personal Professional Development Plans each year.
3.6 PD applications will be considered by the Professional Development Committee in line with DEECD priorities, AIP priorities and personal Professional Development Plans
3.7 The budget will be distributed pro-rata to ensure access with the aim of one PD day per year being funded per staff member

4.0 EVALUATION
4.1 The program will undergo annual minor evaluation.
4.2 The program will undergo major evaluation every 3 years.