

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

Timboon P-12 School
Professional Development

POLICY

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