



Date Written: 8/3/2019  
School Council Ratified: 1<sup>st</sup> April 2019

Date reviewed: 2019  
Next review: 2022

**This Policy has been developed by members of School Council.  
This includes both parent and DET representatives.**

## PURPOSE

Staff professional development and learning is central to Greenhills Primary's ethos of lifelong learning. The school promotes continuous self-improvement through professional and personal learning and embeds this learning into daily teaching practice.

## AIMS

- To provide high quality staff professional learning which clearly focuses on improving teaching and learning practices.
- To facilitate achieving individual staff members' professional and career advancement goals.
- To provide opportunities for all school staff to gain knowledge and experience.
- To support the implementation of the School Strategic Plan, Annual Implementation Plan and other curriculum initiatives and DET priorities.

## IMPLEMENTATION

The school leadership team will organise an annual, whole school staff professional learning plan. This plan will be developed in line with the School Strategic Plan, Annual Implementation Plan & DET requirements and guidelines.

Professional learning will be varied and responsive to individual and school needs. Structured programs will be organised on an annual basis as required to address priorities in the Annual Implementation Plan and outlined in a term-by-term planner.

An annual professional learning budget will support whole school activities. The Principal may approve budget funds to support individual programs identified through the Staff Performance & Development Process.

A number of different approaches to staff professional learning may be used. These might include action research and professional learning teams.

- Action research is a continuous learning cycle which involves selecting focus areas; planning, implementing and acting on the plan; observing and collecting data; analysing, reflecting, replanning and responding by taking new actions.
- Professional learning teams (PLT) consist of groups of staff working together around a particular level or learning area of the curriculum. These teams carefully plan the process they follow to achieve their objectives, including strategies for collecting student outcomes data, preparation of action plans, procedures for implementation, and methods of evaluating the impact of their work on teacher practice and student learning.

Sharing of individual and team outcomes as a result of professional learning activities will be built into PLT meetings, staff professional learning sessions and similar as part of a planned approach.

Staff professional learning is also an integral part of the formal Teacher & Staff Performance & Development Process.



Individual staff members are responsible for recording and tracking their professional learning activities and ensuring that they meet professional registration requirements as outlined by the Victorian Institute of Teaching.

Monitoring of the program will occur through the Staff Opinion Survey, Annual Implementation Plan outcomes and Staff Performance & Development Process.

### **EVALUATION & REVIEW**

The Greenhills Primary School Staff Professional Learning Policy will be reviewed as per School Council Policy and School Council will evaluate its relevance in line with DET guidelines and community expectations as represented by parent members on School Council.

RATIFIED