PROFESSIONAL DEVELOPMENT

**Purpose:**
Professional learning enhances student learning outcomes by providing opportunities for all members of the school community to participate in activities and experiences that support professional growth and understandings.

**Goals:**
- To provide the opportunity for all staff to further their professional skills and/or qualifications
- To support the development and implementation of curriculum programs
- To encourage staff to participate in school-based and off-site professional development activities
- To provide opportunities for all staff to be informed about current initiatives, policies and procedures
- To provide opportunities for parents to participate in a range of learning experiences to support and strengthen the learning partnerships
- To enable staff to seek relevant professional development opportunities to promote innovation in teaching & learning through quality programs and teaching strategies

**Guidelines:**
- An annual plan will be developed by the Leadership Team in consultation with the Consultative Committee
- Staff will identify their professional development needs, linking them to their Performance Review, Annual Implementation Plan, D.E.E.C.D (Department of Education & Early Childhood Development) initiatives and/or current school/team focus
- Professional development will extend throughout the school community with the aim that knowledge be shared with all relevant and interested members
- Parent education programs will be provided where necessary
- Specific times within a meeting schedule will be allocated to staff professional development

**Implementation:**
- The implementation of current initiatives and school/team priorities will be addressed via Curriculum Day programs as well as school-based and off-site professional development.
- All staff will have access to information about professional development through the dissemination of material via Consultative Committee, Staff Briefings, emails, networks and personal contacts.
- All staff will be encouraged to proactively seek and apply for appropriate professional development that is relevant to their Performance Plan.
- The Leadership Team, in consultation with the Consultative Committee will program school-based staff professional development within the school meetings schedule.
- Opportunities for staff wishing to view ‘quality practice’ in other classrooms and schools will be encouraged and supported.
- Encouragement and support will be provided for aspirants to leadership roles as a means of providing for succession planning.
- Professional development related to the Annual Implementation Plan and current initiatives will be included in the Professional Development Budget where necessary

**Evaluation:**
- Surveys
- Professional Development Plans
- Participants’ responses to P.D. (e.g. Staff Appraisal process, team meetings, feedback shared with peers)
- P.D. strategies being transferred to classroom practices

This policy will be reviewed as part of the school’s three year review cycle.

Ratified by Bellbridge School Council – November 2014
Principal: Debbie Clancy                                                                 School Council President: Ellisa Cole