



Mernda Primary School 0488

PROFESSIONAL LEARNING

RATIONALE

Professional learning is one of the cornerstones of an effective school. It enables teachers to develop the skills and knowledge they need to improve their teaching practice and is central to improving student learning.

Like the members of other professions, teachers need to be continuous learners who see their own learning as being fundamental to membership of the profession rather than something that is incidental or optional.

AIMS

- To provide opportunity for staff to further their professional skills and/or qualifications.
- To provide opportunities for staff to further develop their awareness, knowledge and skills in current teaching and learning practices.
- To develop in teachers enhanced skills that in turn will improve student learning.

IMPLEMENTATION

- Ongoing professional learning is an obligation of all teachers.
- Each individual's professional learning is a shared responsibility between the school and the staff member.
- Each staff member will develop an individual learning professional learning plan that is embedded within, and reflects the performance review process.
- The individual learning professional learning plan will allow for both personal and school identified needs based on school goals.
- A budget will be allocated to professional learning each year and adhered to. Budget implementation will allow, over time, for equity of resources amongst staff, and include an amount for incidental professional learning. The School Improvement Team (SIT) will be responsible for its implementation.
- Approval or non-approval for attendance to external professional learning activities will be dependant on individual and school goals, departmental initiatives, cost of the activity and appropriateness to the timing of the school. An individual's role and responsibilities in the school, as well as their previous attendance at other professional learning activities, will also be considered.
- All staff requesting to attend an external professional learning activity must submit a Professional Learning Request Proforma to SIT for approval.
- All staff attending external professional learning activities have a responsibility to report briefly to the remainder of staff about the activity and share strategies and information.
- All Staff are actively involved in professional learning and/or mentoring and coaching from other staff members within the school with particular skills and expertise.
- As resources allow teachers will be given the opportunity to participate in formal peer observation aligned to their 'Performance and Development' goals and the schools 'Strategic Plan.'
- The DEECD website is also highly recommended to teachers for online professional reading and learning. Refer to : <http://www.education.vic.gov.au/Pages/default.aspx>.

EVALUATION

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