

# TALBOT PRIMARY SCHOOL

## PROFESSIONAL DEVELOPMENT POLICY

### **Rationale:**

- Focussed and needs driven professional development programs provide optimum opportunities for professional growth, enhanced diversity, and improved student learning.

### **Aims:**

- To provide opportunity for all 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 teachers with enhanced skills that in turn will improve student learning.

### **Implementation:**

- All staff at our school will annually participate in ongoing external and internal Professional Development on Child Safety, child trauma, anaphylaxis, Well Being and Engagement Curriculum.
- Ongoing and needs driven professional development is an obligation of all school staff.
- Each individual's professional development is a shared responsibility between the school and the staff member.
- Each staff member will develop a personal professional development plan.
- The personal professional development plan will allow for both school identified needs, those of a personal interest and reflects the performance review process.
- A budget will be allocated to professional development each year. Budget implementation will allow, over time, for equity of resources amongst staff, and be sufficiently flexible for incidental professional development. The curriculum co-ordinator in consultation with the principal will be responsible for its implementation.
- A funding statement will be developed and reviewed annually to reflect the shared responsibilities of the school and staff members.
- Staff are encouraged to seek and provide professional development from other staff members within the school and with colleagues at other locations.
- All staff attending professional development have a responsibility to report briefly to the remainder of staff about the activity, its benefits and future action to be taken.

**Evaluation:**

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

This policy was last ratified by School Council in	2016
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*Principal's signature:* \_\_\_\_\_

*School Council President's signature:* \_\_\_\_\_

*Date:* \_\_\_\_\_

Reference: <http://www.sofweb.vic.edu.au/pd/index.htm>