

PURPOSE

The Professional Learning program will target building the expertise amongst staff the direction outlined in the School's Strategic Plan and the Annual Implementation Plan.

POLICY GUIDELINES

- The basis for staff professional learning follows the philosophy outlined in the Department of Education and Training, (DET), The Seven Principles of Highly Effective Professional Learning.
- Professional Learning is the responsibility of all staff with the expectation that teachers and ES staff will access the opportunities provided in line with the Strategic Plan.
- Kew East Primary School strongly supports a culture of ongoing professional learning.
- All teaching staff are expected to keep abreast of current trends and research in relevant curriculum areas through undertaking professional readings.
- Professional learning will be provided in the areas of content and pedagogy and will centre around improvement in teachers' knowledge, planning, assessment and delivery.
- KEPS has a whole school approach to professional learning, and is offered to support, but not limited to, the Strategic Plan and the AIP priority areas.
- Focused and needs driven professional learning leads to improved student outcomes by providing staff with optimum opportunities and support for ongoing professional growth.
- The Leadership Teams focus of teaching and learning will have significant input into the whole school professional learning plan.
- The professional learning plan/program will be strategically linked to the schools strategic plan, AIP and staff individual performance and development plans.
- Professional Learning will be targeted on two levels, whole school and individual personal professional learning needs.
- Opportunities for Professional Learning will be conducted on Pupil Free Days (4), staff meetings, AIP team meetings and year level/specialist teams.
- Quality professional learning opportunities are also offered through the Boroondara Network and there is an expectation that this will be accessed by relevant staff.
- Professional learning will focus on building the capacity of teachers in their classroom instructional practice; and that of leaders' capacity to support the leadership focus of whole school teaching and learning.
- Professional learning will assist all staff in continuing to develop a performance and development culture in accordance with the DET guidelines and expectations.
- The Professional Learning Program will be implemented through a range of strategies that aim to provide greater opportunities for teachers to share and learn from each other, as well as providing the necessary resources for attending external activities.
- External facilitators/consultants and speakers, with acknowledged expertise in specific areas relating to the School Strategic Plan, will be utilised at the school as appropriate.
- Teachers will be provided with the opportunity to attend conferences, seminars, workshops and briefings as required by their role and the responsibilities they are expected to fulfil at the school.

DOCUMENTS IN SUPPORT OF THIS POLICY

- Professional Learning in Effective Schools: The Seven Principles of Highly Effective Professional Learning (DET)
- Principles of Learning & Teaching (DET)

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PROGRAM IMPLEMENTATION

- The Annual Implementation Plan will include professional learning opportunities for staff in the priority areas of Maths, English, Student Engagement, Student Wellbeing and Leadership.
- A whole school professional learning plan will be strategically linked to the AIP, incorporating planned and targeted learning activities.
- Formal staff professional learning session will be planned for the three pupil free cays and weekly staff meetings. Additional informal professional learning will also occur in year level teams and AIP meetings.
- Staff are expected to implement agreed aspects of professional learning into their classroom practice and planning.
- Staff are given the opportunity through the staff/peer observation model to demonstrate implementation of various aspects of their professional learning received in any given year allowing them to receive relevant feedback from teaching colleagues.
- Leadership Team, AIP Team and Year Level Teams will discuss teaching and learning related issues and record in minutes on a regular basis.
- AIP Team Members will take an active role in providing professional learning to the whole staff in their area of responsibility, in order to meet the goals and priorities AIP.
- Year Team Level Leaders will ensure that members follow up and implement agreed actions from professional learning sessions.
- Each teacher/ESO will negotiate the inclusion of professional learning actions/strategies into their staff performance and development plan each year.
- Each year, staff will negotiate the development of a school and team goal to be incorporated into their individual performance and development plans. These goals will have professional learning strategies and actions so as to demonstrate changes to classroom practices.
- A mentor program will operate for all Graduate teachers in order for them to meet the requirements for full registration with the Victorian Institute of Teaching, as well as to provide the necessary support for them as they enter the profession.
- Collegiate classroom visits are encouraged as an opportunity to enhance teacher application of skills and knowledge.
- An annual professional learning plan and budget will be developed and coordinated by the Assistant Principal.

EVALUATION

- This policy will be reviewed in accordance with the School Council Policy Schedule or at the discretion of the School Council.

Policy Area:
Teaching and Learning

Ratified School Council:
25 March 2015

Next Review:
2018

