



Professional Learning Policy

Rationale:

The Professional Learning program at Glen Huntly Primary School will enhance the capacity of all staff to contribute to the achievement of our goals as articulated by the four-year Strategic Plan and Annual Implementation Plan. As a learning community, GHPS has a responsibility to provide the appropriate support for teachers and the school community to continually develop their knowledge, skills and career opportunities through a comprehensive professional learning program.

Aims:

To provide teacher development and improvement in practice in the following ways:

- focus on improving student outcomes. Student outcomes data will guide improvement in professional learning and will be used to evaluate the impact of that learning on professional practice and student achievement
- focus on school-based professional learning that is complemented by either staff and/or external learning opportunities
- be informed by the best available research and evidence on effective learning and teaching
- be collaborative to allow knowledge, expertise and experience to be shared amongst staff. Staff will share their professional understandings, knowledge and skills within GHPS to improve their own professional development and that of their colleagues
- use constructive, objective and actionable feedback on professional practice to target areas of improvement and identify professional learning requirements
- be directly relevant to the work of staff and linked to GHPS goals and priorities as outlined in the Strategic Plan and the Annual Implementation Plan

Implementation:

The Leadership Team will be responsible for the development of a planned approach to professional learning making sure that:

- professional Learning will be budgeted for annually and will be equitably shared by staff
- staff's Performance and Development Plans will contain SMART Goals aligned to the schools Professional Learning plan
- collegiate and peer observations, curriculum days, workshops, Bastow Institute and tertiary studies, partnerships with consultants, network initiatives and visits to local schools will provide learning programs and experiences
- consultants, other teachers and/or appropriate external agencies will be involved, wherever appropriate, in the planning and delivery of Professional Learning
- all staff professional learning experiences will be shared with staff after their completion/implementation by reporting back to and sharing learning with staff, at the next staff meeting or presenting the information in Week 8 of that term
- collation of observational data will inform the Leadership team and staff of areas of strength and areas of challenge and will be undertaken each semester
- the professional growth of Graduate teachers will be assisted and supported by the school's Induction and Mentoring program, the professional learning program and through the Victorian Institute of Teaching Registration processes
- staff will actively participate in the schedule of professional learning, where every second PLT meeting is devoted to professional learning and will subsequently be followed up at the next staff meeting

Evaluation:

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