

The Rock Central School

Professional Learning Policy

Rationale

The Rock Central School is committed to providing an education that fully develops the talents and capacities of all students. Professional learning is valued and recognised as a major contributing factor for improving the learning outcomes of students.

Teaching and non-teaching staff in schools have a responsibility to undertake ongoing professional learning that develops skills, knowledge and understandings in support of this goal.

Professional learning refers to all training and development opportunities, formal and informal, individual and shared, that provides opportunities for professional discourse, interaction, practice, reflection and analysis. Professional learning can occur face-to-face, online or through other modes of delivery.

Policy Statement

Professional learning for school staff should contribute to the professional growth of staff and improved student outcomes in NSW public schools. The individual, the school, state office and regions share responsibility for promoting, planning, implementing and evaluating professional learning in schools.

This policy requires that:

- individuals engage in ongoing professional learning throughout their career
- schools include a professional learning component within the endorsed school plan
- schools ensure that the professional learning component takes account of the needs of staff and the school community and the priorities of the school and the Department
- schools establish a professional learning team to plan, implement and evaluate the professional learning component of the endorsed school plan
- state office, regions and schools promote and implement quality professional learning in collaborative and collegial environments
- state office and regions support the professional learning of staff through the development of policy and the provision of a range of resources and

opportunities

- state office, regions and schools evaluate the impact of professional learning to inform and improve future professional learning
- state office, regions and schools are accountable for the expenditure of funds on professional learning.

Implementation

The Executive Team, in collaboration with staff, will plan professional learning programs for Staff Development Days and Professional Learning Meetings (3 per term), based on the School Plan 2012-14, needs surveys and identified priorities.

The Executive Team will embrace departmental priorities when planning professional learning activities.

All staff members:

- are responsible for pursuing ongoing professional learning in all aspects of their work.
- are expected to fill in a Professional Development Approval Form which is found on the Wiki before registering for an activity
- should keep a log of their professional development activities.
- can develop a Professional Learning Plan to assist with their career development
- assisting with the direction of professional learning activities

Policy to be reviewed by August 2013