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PROFESSIONAL DEVELOPMENT

Policy Developed Date: May, 2020

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Identity Statement

St Joseph's; a child safe school, is a Catholic Community in the Josephite tradition where we learn and grow in the Spirit together.

Vision Statements

St Joseph's; a child safe school, strives to be an educating community:

- Where the total development of each child is nurtured.
- Where an environment of trust, respect, hope and safety is built, with direct reference and consideration to child safe standards and policies.
- Where families and the school work in partnership sharing the responsibility to educate the child.
- Where school life is an integral part of the parish and the wider community.
- Where the students learn in a challenging, enjoyable and cooperative way.
- Where the teachings of Jesus are taught, modelled and lived.

Graduate Outcomes

St Joseph's students learn to become:

- Problem solving, inquiring, critical thinkers with high competencies in literacy and numeracy.
- Technologically competent and ethical users of technology.
- Hope filled, independent, resilient and confident young people.
- Knowledgeable and appreciative of the Catholic faith.
- Socially adept, respectful, just, environmentally conscious and appreciative of diversity.

At St Joseph's we are being our best when we are...

Being respectful, being friendly and being positive learners.



Rationale:

- Professional Development for staff is essential to improve the learning experiences and outcomes for students. As a learning community, the school is responsible for providing support for staff and the school community to continually develop their knowledge, skills, leadership capabilities and career opportunities through a comprehensive professional learning and development program.

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.
- To enable staff to access a variety of professional learning opportunities in order to meet personal professional needs.
- To enable the staff to access professional learning to meet the needs of the school as determined through Annual Review Meetings.
- To ensure that teachers and staff maintain Professional Learning Plans and that new knowledge and skills are applied in the school setting.
- To ensure professional learning opportunities are planned, relevant to staff and school needs and are able to be funded through the school's annual budget.
- To ensure that staff have a positive influence over the direction of their professional learning opportunities.
- To ensure staff meet VIT standards and requirements so as to maintain current registration status.
- To ensure staff maintain high standards of professional practice and conduct.
- To provide opportunities for professional learning through mentoring, coaching, feedback and action research.
- To provide professional learning and development that supports personal goals, well being and career advancement.
- To support professional learning for leadership and succession planning.
- To provide the wider school community with information and training sessions to strengthen home and school partnerships.

Examples of Professional Development:

- Professional Reading
- Post Graduate Degree Courses
- Off-Site Organised Professional Learning Activities
- Online Professional Learning/Training
- Professional Learning Community (PLC) and Staff Meetings
- Coaching
- School Closure Days for Staff Professional Learning

Implementation:

- 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 that is embedded within, and reflects the performance review process.
- The personal professional development plan will allow for both school identified needs, and those of a personal interest.
- A budget will be allocated to professional development each year so the needs of the school will be met.
- Staff are encouraged to seek and provide professional development from/for other staff members within the school.
- All staff attending professional development have a responsibility to report briefly to the remainder of staff about the activity and its benefits etc.
- Ongoing and needs driven professional development is an obligation of all professionals.

The Process Will:

- Focus on improving student outcomes.
- Focus on, and be embedded in, teacher practice.
- Be supported by internal and external personnel, research and effective learning and teaching.
- Be collaborative, involving reflection and feedback.
- Be ongoing, supported and fully integrated into the culture and operations of the school.
- Entail both an individual responsibility and a collective responsibility at all levels of school operation. Professional Learning should include planned participation in individual, team, cross team and whole school learning and improvement activities.
- Ensure that the professional growth of staff is developed cooperatively, resources are used effectively and program evaluation occurs regularly.
- Be data-driven to measure improvement and impact on student outcome, teaching practices and welfare.

Encouraging Opportunities for Individual Professional Learning:

- Staff are encouraged to pursue their own professional learning through accredited courses, some network professional learning and other available sources.
- Staff have access to support in their learning through courses sponsored by Catholic Education Melbourne/Sandhurst and other online learning opportunities.
- Annual Review Meetings (ARMs) provide opportunity for professional exchange and feedback regarding personal learning and development.

Keeping a Record of Learning:

- Staff are encouraged to maintain records of their professional learning as these may be required for VIT registration.
- Professional activities undertaken through Catholic Education Melbourne/Sandhurst are recorded on the Complispace Staff Learning System.
- The school maintains a record of mandated professional learning activities, as well as school based professional learning activities.

Evaluation:

- The School's Professional Development Plans for both the school and individual will be monitored, evaluated and updated annually by the Principal.
- Processes could include:
 - Reflective Practices
 - Formative and Summative Appraisals
 - Annual Review Meetings
 - Surveys and Questionnaires
 - Personal Professional Portfolio

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