



St Joseph's School
Port Lincoln

In all things love

Professional Learning Policy

Policy Statement

St Joseph's School is committed to ongoing development of quality professional practice through professional learning, including all formal and informal, individual and shared training and development activities that provide opportunities for professional discourse, interaction, practice, reflection and analysis.

Rationale

This policy draws on knowledge of professional learning practices gained from current research. The research asserts that, in order to be effective, teachers need a deep understanding of key learning areas, knowledge of how students learn and a range of strategies and practices that optimise student learning. Research also affirms that engaging teachers in high quality collaborative and contextualised professional learning is the most successful way to improve teacher effectiveness.

Teaching is a dynamic profession, thus new types of expertise are required by educators. Teachers must continually improve and refine their conceptual and pedagogical skills.

Values

St Joseph's School values professional learning which:

- Is focused on student outcomes.
- Is focused on and embedded in teacher practice.
- Is informed by the best available research on effective learning and teaching.
- Is collaborative, involving reflection and feedback.
- Is evidence-based and data driven to guide improvement and measure impact.

Responsibilities

For professional learning to be ongoing, supported and fully integrated into the culture and operations of the school, St Joseph's School Leadership

- Recognises that the individual and the school share responsibility for planning, undertaking, implementing and evaluating new learning.
- Expects individuals to engage in ongoing professional learning.
- Encourages all Learning Leaders to develop Professional Learning and Action Plans that take into account the needs of individuals, learning areas and priorities in the School Improvement Plan.
- Fosters a culture that values and supports professional learning.

- Enables attendance at accreditation courses in accordance with the requirements for teaching in a Catholic School.
- Holds staff accountable for completing mandatory requirements to teach in a Catholic school.
- Considers and supports all reasonable requests for professional learning that is in alignment with the School Improvement Plan.
- Is guided by principles of equity and fairness in approving applications for Professional Learning.
- Supports the ongoing religious formation of staff.
- Ensures all staff and Learning Leaders have equal access to professional learning.
- Encourages teaching and non-teaching staff to keep their skills and expertise up to date by attendance at regular professional learning activities, outside and within school hours. These will be subject to discussion at Annual Review Meetings.
- Recognises and respects the expertise of staff.
- Is responsive to the systemic, national and state agendas for education.
- If funding permits, enables where possible, more than one person to attend professional learning sessions.
- Brings where possible, facilitators to the school to deliver professional learning activities.
- Expects staff to share and act upon their professional learning for the benefit of the school community.

Professional learning is an individual and collective responsibility and St Joseph's Staff will:

- Apply to attend professional learning activities in consultation with the relevant Learning Leader or Line Manager then submit the PD application form to the Deputy Principal.
- Report on outcomes of professional learning activities and implement new learning as appropriate.
- Commit to active participation in relevant Learning Teams within, and networks beyond, the school.
- Commit to and take responsibility for completing required accreditation courses such as Graduate Certificate in Religious Education within five years.
- Attend WHS training and complete online requirements (Learning Manager).
- Be responsible for individual professional reading and reflection.
- Make arrangements which are cost effective eg. for half-day workshops, attend via CISCO or link with a school visit for observation purposes
- Keep a record of their professional learning activities as necessary for registration with the SA Teacher Registration Board.
- Incorporate Professional Learning activities as part of their annual Action Plan and professional review.

St Joseph's School Board will resource professional learning to:

- Improve students' learning.
- Improve teacher effectiveness.
- Set high standards.

- Promote continuous staff learning.
- Enhance staff intellectual and leadership capacity.

Parents of students at St Joseph's School will:

Understand the importance of scheduled pupil-free days and support continuous staff learning.

Approval of Professional Learning Policy

Chair of School Board



Date of Ratification

12.12.17