



St Francis of Assisi  
PARISH PRIMARY SCHOOL

## PROFESSIONAL LEARNING POLICY

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### Rationale

The professional learning is focussed and needs driven providing optimum opportunities for professional growth, enhanced diversity, and improved student learning. The school's learning and teaching team plan professional learning opportunities that meet the needs of staff and honour the actions of the School Improvement Plan.

### 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 ensure that the school community of St. Francis of Assisi has the opportunity to develop the skills they need to exercise their responsibilities in the most effective manner.

### Implementation

- Ongoing and needs driven professional development is an obligation of all professionals, and some volunteers.
- 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 annual review process and School Improvement Plan.
- The personal professional development plan will allow for both school identified needs, and those of a personal interest.
- The Administration Team has the responsibility of overseeing professional development in the context of the School Improvement Plan. All the staff who have Positions of Leadership in curriculum also have a responsibility of providing professional learning in their curriculum area and teams throughout the year.
- A budget will be allocated to professional development each year and adhered to. Budget implementation will allow, over time, for equity of resources amongst staff, and include an amount for incidental professional development. The Principal and Deputy Principal will be responsible for its implementation.
- Staff are encouraged to seek and provide professional learning from other staff members within the school. This happens by nature of the fact that there are four or five staff members at each level. At various meetings including level meetings, Literacy and Maths meetings ideas are shared and new learning takes place.
- At the commencement of each term particular attention is placed to the balance of professional learning meetings which occur on Wednesday afternoon- staff meeting. This is important to ensure

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that we follow the School Improvement Plan and support knowledge of Curriculum areas and Contemporary Pedagogy in order to best cater for and meet student learning needs.