



Rationale:

This policy supports the requirements of NAG 3 to develop and implement personnel policies that promote high levels of staff performance and recognise the needs of students.

Purpose:

The purpose of this policy is to provide guidelines for staff professional learning and development.

Definitions:

Professional Development (PD) refers to skills and knowledge attained for both personal development and career advancement. Professional development encompasses all types of facilitated learning opportunities, ranging from university degrees to formal coursework, conferences and informal learning opportunities situated in practice. It has been described as intensive and collaborative, ideally incorporating an evaluative stage. There are a variety of approaches to professional development, including consultation, coaching, communities of practice, lesson study, mentoring, reflective supervision and technical assistance. http://en.wikipedia.org/wiki/Professional_development

Scope:

This policy applies to all permanent staff and long term relievers.

Guidelines:

1. Professional learning and development will
 - a. Be relevant and support the strategic priorities of the board.
 - b. Promote high levels of staff performance and enhance student achievement.
 - c. Minimise disruption to classes
2. The Principal will provide an annual PD plan for the board to consider when setting the budget for the following year. The plan will cover all staff including senior management.

Related policies:

1. Staff Reimbursements

References or Sources:

2. National Administration Guideline 3

Review details:

Version No	Action	Date
4	Reviewed by: KIR, ELL, PD Comm	Oct 2009
4	Ratified by BoT	Nov 2009
5	Reviewed GIL, BoT	Aug 2011
5	Ratified by BoT	Aug 2011
6	Reviewed NEE/KIR	May 2013
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7	Reviewed MOR, SMK	May 2016
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