



## PROFESSIONAL LEARNING AND DEVELOPMENT

### 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 Learning and Development (PLD)* 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 and 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](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 PLD plan for the board to consider when setting the budget for the following year. The plan will cover all staff including senior leadership team.

### Related Policies:

1. Staff Reimbursements

### References or Sources:

1. National Administration Guideline 3



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### Review Details:

Review Date	Reviewed by
Jul 2022	MOR
<b>Review cycle:</b> 3 years	<b>Due date for Review:</b> Jul 2025

### Management Contact:

- Principal