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**Professional Learning Policy**

**Purpose:**

* To provide a strategy for professional learning at Winton/Glenrowan Primary Schools in order to improve the schools’ effectiveness and in turn improve student outcomes..
* To build staff confidence, knowledge, skill and adaptability to meet the challenges of change in education, technology and society.
* To address the schools’ priority needs in line with the strategic plan, the teachers’ individual needs and DET priorities.

**Guidelines:**

* A Professional Learning co-ordinatorwill be appointed.
* The Annual Implementation Plan and Individual PerformancePlans will be drawn up annually.
* The Professional Learning co-ordinator will oversee and co-ordinate programs in consultation with the principal.
* There will be a balance between whole school Professional Learning programs and programs designed for individual needs.
* Staff will be encouraged to attend Professional Learning activities.
* The career and welfare needs of staff will be considered when planning for Professional Learning.
* The educational needs and achievement levels of all students at Glenrowan/Winton Primary Schools will be considered when planning Professional Learning.

**Plan for Implementation:**

* Professional Learning will**:**
* be an integral part of school curriculum days
* be conducted regularly
* be held during and after school hours
* balance whole school expectations as outlined in the Strategic Plan and individual needs of staff
* Staff will share information and expertise gained from Professional Learning programs with other staff and members of the school community.
* Staff will attend Ovens Learning Community Cluster Professional Learning Team meetings to gain knowledge and support.
* The Professional Learning co-ordinator will receive all relevant information and draw staff’s attention to programs available.
* The Professional Learning co-ordinator will keep formal records of all Professional Learning activities attended by staff and monitor attendance*, (ensuring that the whole school and individual needs are met.)*

**Resources:**

* Resourcing provision will be in line with the annual budget allocation

**Evaluation:**

* Staff are required to report back on professional learning that they have attended.
* The value of professional learning will align with teaching programs and student learning and well-being.
* Review of programs through surveys, questionnaires and reports.

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| **Date Implemented** |  |
| **Author** |  |
| **Approved By** | Glenrowan Primary School Council – September 2021  Winton Primary School Council – September 2021 |
| **Responsible for Review** | Principal |
| **Review Date** | September 2024 |
| **References** |  |