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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-ordinator will be appointed.
- The Annual Implementation Plan and Individual Performance Plans 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.

<b>Date Implemented</b>	
<b>Author</b>	
<b>Approved By</b>	Glenrowan Primary School Council – September 2024 Winton Primary School Council – September 2024
<b>Responsible for Review</b>	Principal
<b>Review Date</b>	September 2027
<b>References</b>	