Rationale

- Continuous professional learning is integral to professional growth and improved student outcomes.
- Professional learning is an ongoing process.
- Professional learning refers to all training and development opportunities, both formal and informal.
- Professional learning may be individual, small team or whole school focussed.
- There are a variety of modes of professional learning - face to face, online or through other modes of delivery.

Objectives

- To ensure teachers are effective educators and leaders
- To maintain quality schooling and training
- To promote professionalism
- To promote a positive organisational culture where professional learning is encouraged, valued and offered.
- To maintain the links between performance management, professional learning and student learning

Links to School and Strategic Plan

The Constitution and the Strategic Plan uphold the rights and education of young people with the Montessori holistic approach to the development of young people at School, at home and in society.

Levels of Responsibility

The School Board is responsible to the School community for
- Developing, adopting and communicating the policy
- ultimately ensuring that all measures have been adopted by the Principal and staff and that the policy is in place

The Principal is responsible for:
- the recruitment, induction and management of high quality staff
- promoting, planning implementing and evaluating professional learning.
• ensuring professional learning meets the needs of staff and the School community
• ensuring the School’s teachers complete sufficient professional learning to maintain their teacher registration with the Teacher Registration Board of WA
• ensuring regular training in required topics (anaphylaxis and asthma training, first aid, mandatory reporting, Protective Behaviours) is offered at the school on a regular basis.
• performance management procedures for all staff which may identify professional learning needs
• allocating sufficient time in the School calendar for team or whole school professional learning

The Deputy and Assistant Principal are responsible for:
• undertaking the induction and management of staff as required by the Principal
• organising professional learning opportunities

The Staff are responsible for:
• reflecting on their practice, achievements and needs
• engaging in school based professional learning to improve professional practice
• engaging in external professional learning to continually improve teaching practices and student learning
• ensuring a range of formal and informal professional learning is undertaken
• ensuring professional development covers all three domains of the Professional Standards for Teachers in Western Australia—Professional Knowledge; Professional Practice; and Professional Engagement.
• maintaining up to date professional learning in anaphylaxis training, asthma management, and mandatory reporting.
• maintaining a professional learning log (in the case of teachers) to meet the requirements of teacher registration renewal.
• to regularly review, and self-reflect upon, the Professional Standards for Teachers in Western Australia
• to participate in the staff appraisal process
• contributing to the professional learning experiences of other staff

Documentation:
• Appraisal formats
• Goal setting
• Professional learning log
• Standards for Teachers WA
• Whole School Professional Development register
• Staff Handbook
• Code of Conduct
• Workplace Safety and Health Policy
• Review of Student Learning Policy
• Curriculum Evaluation Policy