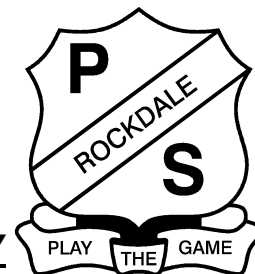


ROCKDALE PUBLIC SCHOOL



TEACHER PROFESSIONAL LEARNING POLICY

Rockdale Public School is committed to providing an education that fully develops the talents and capacities of all students. Professional learning is valued and recognised as a major contributing factor for improving learning outcomes of students.

Teaching and non-teaching Staff in schools have a responsibility to undertake ongoing professional learning that develops skills, knowledge and understandings in support of this goal.

Professional learning refers to all training and development opportunities, formal and informal, individual and shared, which provide opportunities for professional discourse, interaction, practice, reflection and analysis. Professional learning can occur fact-to-face, online or through other modes of delivery.

Policy Statement

The school's Professional Learning Team consisting of the Principal, The Executive Team, Staff Representative, School Administrative Manager and a Parent representative has the responsibility for planning, implementing and evaluating professional learning at the school.

The Professional Learning Team ensures that:

- All individuals have opportunities to engage in professional learning
- A professional learning component is included in the school's management plan
- Ensures that the professional learning component takes account of the needs of staff and the school community and the priorities of the DET.

Procedures and standards

1. Individuals engaging in ongoing professional learning throughout their career.

All Staff are responsible to identify personal professional learning needs and to develop programs to support their individual learning.

All Staff are responsible for improving their practice by:

1. pursuing ongoing professional learning.
2. critically reflecting on their practice and achievements.
3. contributing to the professional learning of colleagues.

2. Inclusion of a professional learning component within the endorsed school plan.
The professional learning component of the school plan is collaboratively developed with staff and limited to the priorities (projects) articulated in the school plan.
3. Professional learning takes into account the needs of staff and the school community and the priorities of the DET.
 1. School priorities (projects) are identified through the schools' self-evaluation process.
 2. Professional learning needs of the staff are identified and linked to school and DET priority areas.
 3. Individual, structured, long-term school-based induction programs are provided for new teachers.
4. The establishment of a Professional Learning Team to plan, implement and evaluate the professional learning component of the endorsed school plan.
At Rockdale Public School the school's Professional Learning Team is a sub-group of the school's self-evaluation committee.
It comprises of the Principal, Executive Team, Project Managers, School Administrative Manager, Staff Representative and Parent Representative.
The Professional Learning Team:
 1. develops professional learning outcomes linked to priorities articulated within the school plan.
 2. designs strategies to support the achievement of the outcomes.
 3. leads, co-ordinates, evaluates and reports on the implementation of the endorsed school plan.
5. Promote and implement quality professional learning in collaborative and collegial environments.
Strategies and timeframes we collaboratively negotiated.
Opportunities for formal and informal professional learning are provided through courses, networking whole-school meetings, stage meetings and co-operative planning sessions.
6. The school will ensure that on-going support is provided to staff to continually develop the knowledge, skills and understandings that are essential to the introduction of mandatory aspects of curriculum, welfare and organisational change.
Staff will be provided with information to access resources, advisory, consultancy and program support from regional and

state offices as well as print-based, electronic and online professional learning materials.

7. Evaluate the impact of professional learning to inform and improve future professional learning. All projects in the school's endorsed plan undergo on-going monitoring as well as summative evaluation as part of the school's self evaluation process.

8. Accountability for the expenditure of funds on professional learning.

Professional learning funds can support payments for:

1. professional learning workshops, conferences within or beyond the school.
2. online professional learning.
3. purchases of subscriptions, resources, journals.
4. external professional providers.

Accountability measures include:

1. endorsement by School Education Director.
2. external providers are employed within the guidelines.
3. reporting on the use of teacher professional learning funds.