
ESSEX HEIGHTS PRIMARY SCHOOL
PROFESSIONAL LEARNING POLICY

Rationale

Professional Learning for staff is essential to improve the learning experiences and outcomes for students. As a learning community, the school is responsible for providing support for staff and the school community to continually develop their knowledge, skills, leadership capabilities and career opportunities through a comprehensive professional learning and development program.

Guidelines

The School will seek:

- To improve student learning outcomes by planning for staff professional learning.
- To promote and support a Performance and Development Culture.
- To encourage all staff to collaboratively develop knowledge and teaching skills that are aligned to the School Strategic Plan, the Annual Implementation Plan and continuous school improvement.
- To provide opportunities for professional learning through mentoring, coaching, feedback and action research.
- To provide professional learning and development that supports personal goals, well being and career advancement.
- To support professional learning for leadership and succession planning.
- To support Department of Education and Training (DET) and Victorian Institute of Teaching (VIT) initiatives and requirements through professional growth of staff.
- To provide the wider school community with information and training sessions to strengthen home and school partnerships.

The Process will:

- Focus on improving student outcomes.
- Focus on, and be embedded in, teacher practice.
- Be supported by internal and external personnel, research and effective learning and teaching.
- Be collaborative, involving reflection and feedback.
- Be ongoing, supported and fully integrated into the culture and operations of the school and linked to Regions, Central Office and its Networks.
- Entail both an individual responsibility and a collective responsibility at all levels of School operation. Professional Learning should include planned participation in individual, team, cross team and whole school learning and improvement activities.
- Ensure (through the Principal) that the professional growth of staff is developed cooperatively, resources are used effectively and program evaluation occurs regularly.
- Be data-driven to measure improvement in teaching practices and programs, and the impact on student outcomes and wellbeing.

Andrew Crossett

Trevor Sharrock

Principal

School Council President