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## **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
- promote and support a Performance and Development Culture
- 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
- provide opportunities for professional learning through mentoring, coaching, feedback and action research
- provide professional learning and development that supports personal goals, wellbeing and career advancement
- support professional learning for leadership and succession planning
- support Department of Education and Training and Victorian Institute of Teaching initiatives and requirements through professional growth of staff
- 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

**Evaluation**

This policy will be reviewed as part of the School Council's review cycle.

George Perini

Kristen Steer

Principal

School Council President