

PROFESSIONAL DEVELOPMENT

BASIC BELIEFS:

- The staff at Moonee Ponds West Primary school takes pride in the happy and challenging environment provided for children to learn in. To continue to effectively and efficiently do this, all teachers and SSO staff need ongoing professional development programs where they are actively engaged in learning about themselves, their profession and the world around them.

AIM:

- To support the school's current Charter and school priority direction.
- To explore curricula thus encouraging teachers to:
 - a) Acquire an in-depth understanding on a wide range of issues
 - b) Broaden their knowledge of current and new initiatives in educational thinking and strategies for implementing these in the classroom.
 - c) Evaluate and assess effectively
- To promote positive self esteem in all staff members
- To assist teachers and SSO staff to broaden their knowledge of possible career paths
- To develop teacher's and SSO's organisational and management skills.
- To establish a positive and responsive relationship with the whole school community.
- To positively promote co-operative team work among staff

GUIDELINES FOR ACTION:

- Professional Development is funded from a number of sources: –
 - a) DE&T (Charter priorities) and
 - b) School Council as well as
 - c) Student teacher supervision payments (Amount to be from balance of Teacher supervision a/c negotiated each year).
- This pool of money is available to support the diverse professional development needs of staff.
- Whole school curriculum days will focus on Charter and school priorities.
- A team focus on professional development will be encouraged.
- Professional development is an ongoing process that all staff will be encouraged to take part in. Professional development activities may include – seminars, lectures, workshops, conferences, visits to others schools, in-school observations or P.D, professional reading and mentoring. They may occur over a variety of time periods.
- Funding may provide for CRT release, seminar or conference registration, and membership of professional organisations providing P.D., purchase of teacher resource materials.
- All staff are encouraged to attend whole school curriculum days
- Part-time staff who are not normally working on an approved professional development day are able to take time in lieu. This arrangement may be negotiated with the Teaching and Learning Co-ordinator on behalf of the team, followed by approval from the Principal. The time may be taken at an appropriate time during the year with the aim of keeping disruption to normal programs to a minimum.
- Many professional development activities are organised out of school hours and attendance at these professional development activities is encouraged.
- Parents may be invited to participate in relevant professional development activities.

Endorsed by School Council 15/12/2003.