

PROFESSIONAL LEARNING POLICY

Purpose

This policy identifies professional learning strategies for Damascus College staff.

Scope

This policy applies to all staff employed by Damascus College.

Definitions

Professional learning is the sum of all activities which promote staff growth and renewal, and that are designed to promote and support staff competency in delivering Damascus College learning and teaching programs.

Policy Statement

It is the policy of this College to:

- empower staff through acquisition of new knowledge and skills;
- ensure that all staff will be involved in continuing professional learning;
- address the particular professional needs and interest of the staff within the context of the College's programs;
- acknowledge the importance of both formal meetings and informal interaction in enhancing professional learning;
- encourage participation in professional associations;
- ensure that individuals share their learning with colleagues and the broader school community.
- recognise individual participation in professional learning activities; and
- ensure that all staff have equal opportunity to access professional learning appropriate to their role in the College.

Consequences

As a consequence of this policy:

- all staff will complete an annual Professional Learning Portfolio at the beginning of each year;
- the College will identify Professional Learning Needs;
- funds may be allocated for professional subscriptions, conferences, etc. from both domain and general budgets. Each year some 'whole staff' learning activity will focus on an aspect of the ethos of a Catholic school;
- the College will provide a forum for the sharing of professional learning;
- following the professional learning activities staff will be expected to report back to the appropriate groups within the College; and
- the College will support appropriate implementation of knowledge and skills derived from professional learning.

Responsibilities

The Principal has overall responsibility for the implementation of this policy.

Associated Documents

Guidelines for Professional Development in Staff Handbook.
Annual Damascus College Professional Development Portfolios.
Damascus College School Improvement Framework 2009 – 2015.