



Bletchley Park
PRIMARY

Professional Learning POLICY



Objective

Professional learning for school staff should contribute to the professional growth of staff and improved student outcomes at Bletchley Park Primary School. The school leadership team, together with the staff share the responsibility for promoting, planning, implementing and evaluating professional learning.

Rationale

Bletchley Park Primary School is committed to providing high quality teaching and leadership support through the provision of effective professional learning.

Professional learning is valued and recognised as a major contributing factor for improving the 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, that provide opportunities for professional discourse, interaction, practice, reflection and analysis. Professional learning can occur face-to-face, online or through other modes of delivery.

Principles Underlying the Policy

This policy requires that:

- Bletchley Park Primary includes a professional learning component that is aligned to, and supports the strategic directions and initiatives of the school and the Department.
- Bletchley Park primary ensure that the professional learning has a focus on ensuring high quality teaching and building the leadership capability of staff to meet the need for ongoing school improvement and better outcomes for students.
- Bletchley Park Primary teaching and non-teaching staff engage in ongoing professional learning throughout their career.
- Bletchley Park Primary establishes a professional learning team to plan implement and evaluate the professional learning component of the endorsed school plan.

Procedures and Standards:

Individuals engage in ongoing professional learning throughout their career. All staff members are responsible for improving their practice by:

- Pursuing ongoing professional learning in all aspects of their work.
- Critically reflecting on their practice and achievements.
- Contributing to the professional learning of colleagues.

Staff are entitled to seek school-based and systemic support to identify learning needs and develop personal professional learning programs.

Professional learning needs can include the development of knowledge, skills and understandings related to teaching, learning, leadership, management and administration. These can be related to personal professional goals and role specific needs at different career stages.

Bletchley Park Primary includes a professional learning component within the endorsed school plan.

The professional learning component of the school plan should be developed collaboratively with staff. It should be linked to the priorities articulated in the school plan and outline staff professional learning needs the professional learning strategies to meet those needs and the anticipated outcomes of the learning.