



PROFESSIONAL LEARNING MODEL



Guidelines

The skills, abilities and expertise of staff at Winters Flat Primary School are highly valued and will be utilised wherever possible to improve teaching and learning. The school highlights the need for all staff to be engaged in current and evolving trends in education to ensure that our interaction with the profession is ever growing.

Professional Development of staff will focus on school priorities, common goals and personal interest or needs.

Where possible, professional learning will be done in teams or as a whole school.

Staff, who attend sessions that are conducted outside school, are expected to report and share new found information either at planning, department or staff meetings.

Classroom Observations

Leadership will explore ways to incorporate classroom observations into the professional learning of teachers at Winters Flat. This will be determined through conversations between leadership and teaching staff and targeted in line with Performance and Development cycles or as required.

Professional Reading and Viewing

Staff will have access to a range of books, articles and blogs that highlight trends in current educational practice and beyond. Once a term, staff will use a meeting to view and discuss professional learning.

Meetings

An agreed number of Staff Meetings are to prioritise Professional Learning each term. All teachers should play a role in setting the agenda and participate as an active learner. Teachers are encouraged to develop their leadership and professional growth by presenting at Professional Learning meetings.

Teams

All teachers will participate in professional learning teams in the areas of literacy or numeracy. Teachers also have the opportunity to opt into either PBS or Cross Curricula Priorities teams. Staff also meet in their unit teams once a week.

Performance Review

The performance and development review process plays an important role in improving the teaching and learning within the school. All staff set and work towards meeting personal goals and targets, based on the AITSL professional standards and develop a professional development plan. School goals & priorities should also feature in all PD plans. Staff meet with their reviewer two times during the year to discuss progress and receive feedback on their performance.