Picton High School
Professional Learning Policy

Rationale:
Picton High School is committed to providing an education that fully develops the talents and capabilities of all students. 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.

Aims:
To ensure that all staff engages in ongoing professional learning and to be 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

Implementation:
- All teaching staff will need to complete a Professional Learning Plan that links to both the NSW Institute of Teachers Professional Teaching Standards and the School Plan.
- Executive staff will have discussions with individual members of their faculty to identify professional learning needs through the Teacher Assessment and Review Schedule (TARS) process.
- All Head Teachers should maintain a faculty professional learning policy that identifies faculty targets and initiatives.
- Professional learning opportunities will be made available to all teaching and non-teaching staff through faculty meetings, staff meetings, online training courses and school development days.
- If a staff member wants to apply for an external professional learning course, then they should endeavour to find courses offered through the MyPL website. This site is coordinated by the DEC and the courses are relevant to DEC employees.
- Whenever staff want to engage in any professional learning opportunities, then they must complete the professional learning application form that is kept in the deputy principal’s office. It should identify the link to syllabus outcomes, the school plan and professional learning plan. The staff member needs to discuss this application with their supervising Head Teacher and get them to sign the application form. They must then consult with the Head Teacher Administration to ensure that the school can cover the event with a casual teacher and then finally submit the form for approval by the deputy principal.
- The school reserves the right to deny access to private professional learning courses due to the heavy financial outlay for these events.

Evaluation
This policy will be reviewed as part of the school’s three-year review cycle.

November 2011