



Marian College Ararat

Professional Development Policy

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| Policy | Professional Development | Date for Review | 2024 |
| Version | 1 | Policy Officer | |
| Date Ratified | 10th September 2021 | Principal | |

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| Context | <p>Ongoing Professional Development (PD) is an important aspect of self improvement for all staff at Marian College to meet the learning needs of students and the school community.</p> |
| Policy Statement | <p>Marian College encourages Professional Development by providing opportunities for development in line with College Strategic Plan and individual needs.</p> <p>Professional Development is a shared responsibility between individuals and the College and relevant feedback is encouraged.</p> |
| Values | <ul style="list-style-type: none"> • Excellence • Community • Respect • Growth • Enrichment • Justice |
| Implications | <ol style="list-style-type: none"> 1. Professional Development will be outlined in the College Annual Action Plan. 2. Staff are responsible for maintaining their own P.D. portfolio in line with VIT requirements. 3. A record of attendance at Professional Development will be kept to ensure equity of Professional Development opportunities. 4. An application for approval for P.D. must be submitted to the Head of Learning and Teaching. 5. Consideration for approval will be based on relevance to the College goals with consideration to cost and staffing needs. 6. Each year there are certain mandated Professional Development which all staff must attend. 7. Informal learning situations and peer support systems are also encouraged as legitimate forms of Professional Development. |
| | <ul style="list-style-type: none"> • Learning and Teaching Policy |

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| <p>Related Policies, Procedures and Legislative Documents</p> | <ul style="list-style-type: none"> • OH&S Policy • First Aid policy • Anaphylaxis policy • Asthma Policy • Child Protection <p>Evaluation:</p> <ul style="list-style-type: none"> • A report on all professional development activity undertaken will be made for the current year to the School's Leadership Team by the Head of Learning and Teaching. • The aims and objectives of this policy will be evaluated annually by the Schools Leadership Team. |
| <p>Resources</p> | <ul style="list-style-type: none"> • A budget allowance will be made annually for P.D. • All PD needs to be approved by the Head of Learning and Teaching in consultation with the Business Manager and the Schools Operation Manager. • That PD has an equity component so that all staff have the opportunity to attend some PD. |