

SECTION 3 : STAFF

3.3 PROFESSIONAL LEARNING

RATIONALE

In all aspects of education, there is a constant need for the skills of teaching and support staff to be updated and renewed in a way that enriches them both personally and professionally for their role in education. The College can promote professional learning by assisting staff to gain qualifications that directly relate to a particular need within the College, and at the same time benefit directly from the enhancement of their skills. This policy is based on the Gospel values of care and respect for the individual.

POLICY

Daramalan College will make available to its staff those professional learning activities which will enhance both teaching and learning as well as other responsibilities within the College community. Priority will be given to the funding of studies which are directly related to the acquisition of initial qualifications for the teaching of Religious Education.

APPLICATION

1. Under the direction of the Principal, the Deputy is responsible for the implementation of the Professional Learning Policy.
2. The opportunity to attend Professional Learning should be shared equitably amongst the staff.
3. Professional Learning plans, which take into account the needs of individuals and the school, should be developed yearly.
4. Staff will be surveyed regularly to determine their Professional Learning needs.
5. Records of attendance at in-service training sessions must be kept by staff members and the school.
6. Staff are expected to report (written or verbal) on the value, nature and content of the Professional Learning activity.
7. Staff are strongly encouraged to participate in at least one significant Professional Learning activity each year, other than those compulsory whole school activities.
8. The determination as to the amount of funding to be set aside and the courses for which the funding will be granted will be made each year at the time of budget formulation.
9. Any courses to be funded must have a clear relationship to the current needs or benefit of the College and not simply be funded merely for the enhancement of a particular individual's Curriculum Vitae.
10. The Deputy Principal assesses all applications for professional learning.

11. Applicants must demonstrate successful completion of the unit course to qualify for funding.
12. If there is no call for courses related to the acquisition of initial qualifications for Religious Education, assistance for relevant post-graduate study in the area including Pastoral Care or Ministry will be considered.

Revised and re-approved August 18, 2015