



Marian College Ararat

Professional Development Policy

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

Context	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.
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 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 Staff Development. 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.

Related Policies, Procedures and Legislative Documents	<ul style="list-style-type: none"> • OH&S Policy • First Aid policy • Learning and Teaching Policy • Anaphylaxis Policy • Asthma Policy • Child Safeguarding Policy
	<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 Staff Development • The aims and objectives of this policy will be evaluated annually by the Schools Leadership Team.
Resources	<ul style="list-style-type: none"> • A budget allowance will be made annually for Professional Development • All PD needs to be approved by the Head of Staff Development 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.