




# Marian College Ararat

## Professional Development Policy

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

<b>Context</b>	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.
<b>Policy Statement</b>	<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>
<b>Values</b>	<ul style="list-style-type: none"> <li>• Excellence</li> <li>• Community</li> <li>• Respect</li> <li>• Growth</li> <li>• Enrichment</li> <li>• Justice</li> </ul>
<b>Implications</b>	<ol style="list-style-type: none"> <li>1. Professional Development will be outlined in the College Annual Action Plan.</li> <li>2. Staff are responsible for maintaining their own P.D. portfolio in line with VIT requirements.</li> <li>3. A record of attendance at Professional Development will be kept to ensure equity of Professional Development opportunities.</li> <li>4. An application for approval for P.D. must be submitted to the Head of Learning and Teaching.</li> <li>5. Consideration for approval will be based on relevance to the College goals with consideration to cost and staffing needs.</li> <li>6. Each year there are certain mandated Professional Development which all staff must attend.</li> <li>7. Informal learning situations and peer support systems are also encouraged as legitimate forms of Professional Development.</li> </ol>
	<ul style="list-style-type: none"> <li>• Learning and Teaching Policy</li> </ul>

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