

# Bethania Lutheran School

## Professional Development Framework

### Introduction

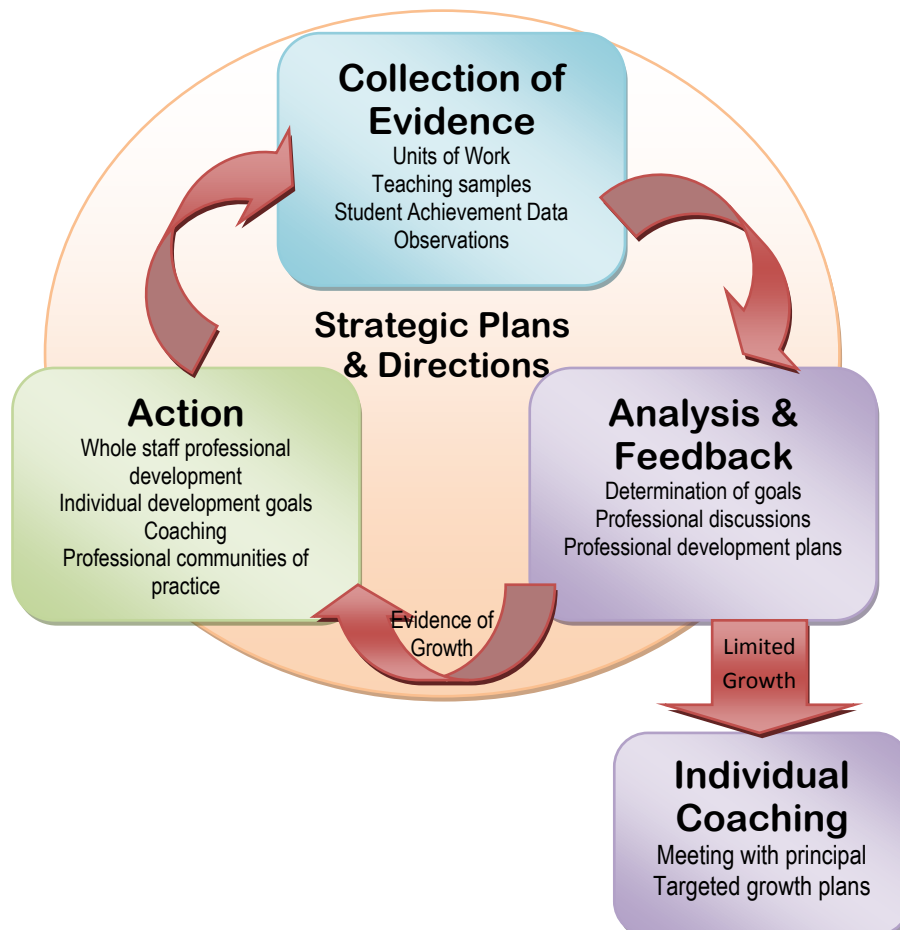
At Bethania Lutheran School we acknowledge that our staff are one of our most important assets. The engagement in professional renewal and ongoing development across a teacher's career is recognised as an important investment in the learning and teaching that occurs here. The learning and teaching programmes are determined by the strategic plans of the school which are adopted by School Council. The school will therefore be involved, at various times, in activities and programmes that advance the growth of the whole school in line with the current strategic plan. Bethania Lutheran School commits to provide professional learning experiences that develop the strategic directions of the school while encouraging individual growth. Preference will be given to whole of staff professional development programmes that reflect these learning & teaching directions. Individual needs within these programmes will be met by the Professional Learning Framework. In line with the QCT Continuing Professional Development Framework it is anticipated that staff with particular learning needs that fall outside of the current strategic directions will take responsibility for meeting these professional responsibilities.

### The Professional Development Framework

The Professional Development Framework at Bethania Lutheran School consists of the cyclical and interconnected use of a collaborative professional learning approach in three stages.

- Collection of evidence - Staff collect various records, samples and data that may include; units of work, student achievement data, walkthrough observations, student samples etc
- Analysis & Feedback - In partnership with the Deputy Principal and/or the Principal the collected data is analysed, explored and discussed. Individual development plans are then determined using this information.
- Action - Appropriate professional development opportunities are then determined to meet both individual and school needs and may include; whole staff professional development, individual professional development, coaching opportunities, peer mentoring, professional discussions, the development of communities of practice.

This Professional Development Framework is designed to address both the needs of individual staff members and the school in a collaborative manner. Where the framework is not deemed to be successful for an individual staff member this person may require individual coaching, guidance, monitoring and mentoring opportunities with the Principal.



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### **Appraisal**

The current Queensland Lutheran Schools Single Enterprise Agreement (QLSSEA, 2009) states that “All schools and their employees will participate in a planned programme of professional development....and emphasise the important link between an effective appraisal system and training and professional development”. Therefore, all teachers will be required to participate in the professional development offered by the school and subsequent professional conversations, collections of data and observations. This Professional Development Framework will form the basis for this process and be documented every three years to satisfy the appraisal requirements of the QLSSEA.

### **Staff Professional Learning Grant**

The school recognises the professionalism and rich diversity of its individual staff members and, with this in mind, will offer a Professional Learning Grant to two staff members per year, one in the area of Learning & Teaching and the other in the area of Pastoral Care. This grant will consist of two professional learning days, with teacher relief costs covered, and a possibility of further time to develop a project within the school using this professional learning. The content of the professional learning will be determined by the staff member in order to give teachers the opportunity to pursue a professional learning need that falls outside of the professional learning offered to the staff as a whole.

The grants will be awarded based on application in early term 1. In order to apply teachers must have completed the mandatory professional learning required by the school including, EQUIP (or equivalent), Senior First Aid, Circle Time, Games Factory, Restorative Justice, and participation in peer coaching activities. Completion of these prerequisites will be facilitated by the school.

Applications will be considered under the following criteria;

- The area or topic of the professional learning
- How the learning contributes to the current strategic directions and philosophy of the school.
- How the learning will be enacted in the school.
- Details of plans for communicating this learning/new skill to the whole staff
- Details of plans to make the learning sustainable throughout the whole school

Grant applications should be forwarded to the principal by no later than week 4 of first term using the form on the following page. Applications will be considered by the Principal and the Deputy Principal and grants will be allocated by the end of term 1.

# Staff Professional Learning Grant Application

Name: \_\_\_\_\_ Year Level: \_\_\_\_\_ Date: \_\_\_\_\_

1. Area of study/Interest	
2. Do you have any particular Professional development activities in mind?	Yes                  No
If so, please provide details here (may include but not limited to: outside facilitated professional development workshops, visits to other schools/classes, workshop opportunities at TAFE or university)	
If not, would you like the school to source ideas for you?	Yes                  No
3. How do you believe this area of study contributes to the strategic directions/philosophies/culture of the school	
4. How can you see this area of study contributing to the whole school?	
5. What ways will you ensure that this learning is communicated to all staff?	
6. How will you help to embed this learning into the whole school culture?	
7. What help will you require to run a project or activities using this new learning?	
8. Detail a plan for making this learning a part of practice in our school. (We understand that these plans may change as activities progress, please attach a separate sheet if required)	
9. Anything else you would like to add	