Statement

MacKillop Catholic College supports a shared obligation towards professional learning for its staff.

Definition

**Professional learning** refers to processes and activities both formal and informal that enhance or extend aspects of the role for which a staff member is employed.

**Mentoring** refers to experienced staff members providing guidance and/or coaching for their colleagues.

Rationale

Employees need to adapt to changing priorities in their professional and work roles. Professional learning at MacKillop Catholic College assists staff to play a valued part in implementing the priorities set out in the Strategic Plan. Individuals derive both personal and professional gains from professional learning.

Guidelines

1. It is the responsibility of every staff member to engage in on-going professional learning to ensure that his or her skills and knowledge are current and relevant. MacKillop Catholic College will assist staff by supporting appropriate professional learning.

2. Priorities for professional learning will be rationalised in line with the Strategic Plan and individual professional learning plans.

3. Relevant professional learning opportunities will be circulated to staff.

4. The rationale for supporting or rejecting applications by staff for professional learning will be communicated to the applicants.

5. The maintenance of contacts and peer networks across school systems will be encouraged.

6. Staff attending professional development courses or workshops should, where appropriate, report to other relevant staff members at a suitable opportunity in order to share the knowledge gained.

7. An experienced person will be appointed to act as a mentor to each newly recruited staff member.

8. School-based peer mentoring programs by senior staff will be encouraged.