



PROFESSIONAL PRACTICE DAY POLICY

RATIONALE:

The Victorian Government Schools Agreement 2017 introduced Professional Practice Days. COLAC PRIMARY SCHOOL recognises the workload impact on teachers and welcome the Professional Practice days as a significant symbol of respect for the work teachers do that produces high quality teaching and learning. This policy is required to guide the implementation of the Professional Practice Days at COLAC PRIMARY SCHOOL. With 15 teaching staff at COLAC PRIMARY SCHOOL , when the Professional Practice Days occur requires careful consideration to ensure the teaching and learning programs of the school are not negatively impacted. In addition, the timing of the Professional Practice Days have the potential to harness and maximise collaborative work.

AIMS:

The Professional Practice Days policy aims to ensure the good order and running of the school is maintained and adequately staffed at all times. It ensures value for money in relation to the costs and time allocated to the Professional Practice Days, whilst valuing the high quality teaching and learning that teachers are able to produce as result of the time given.

IMPLEMENTATION:

Sub Clause 12 from the 2017 Agreement

- From the commencement of the 2018 school year, each teacher is entitled to one day per term (four days per year) release from their scheduled duties, including teaching, to focus on the improved delivery of high quality teaching and learning. These days are in addition to existing pupil free days and pro-rata for a teacher employed part-time.
- The work undertaken on these days will be consistent with Departmental and school priorities and selected from the following areas: planning, preparation, assessment of student learning, collaboration, curriculum development, relevant professional development and peer observation including feedback and reflection.
- The timing and focus of each day for each teacher will be nominated by the teacher and be agreed in consultation with the principal.
- Where the timing and/or focus are not agreed the timing will be determined by the principal and the focus of the day will be determined by the teacher and will be consistent with the focus areas set out.
- Sub Clause 12 will cease to operate or have any effect from 18 April 2021.

At COLAC PRIMARY SCHOOL:

- Teacher work on the Professional Practice Day must be consistent with Departmental and school priorities (AIP) and selected from the following areas: planning, preparation, assessment of student learning, collaboration, curriculum development, relevant professional development and peer observation including feedback and reflection.
- Staff must submit their intentions for the following school year to the principal two weeks prior to the end of the previous school year.
- Staff will not be permitted to work from home in any circumstances.
- Upon request from the principal, teachers must submit evidence of the work conducted on their Professional Practice Day.
- Any Professional Practice Days that require teachers to be off-site will prior require Principal approval.

EVALUATION:

Policy to be reviewed if Professional Practice Days form a part of the next Agreement
