

St John's Regional College – Professional Learning Plan

'Professional learning will be most effective when it takes place within a culture where teachers and school leaders expect and are expected to be active learners, to reflect on, receive feedback on and improve their pedagogical practice, and by doing so to improve student outcomes'

(AITSL: Australian Charter for the Professional Learning of Teachers and School Leaders: A shared responsibility and commitment August 2012)

Definition

Professional Learning refers to the planned opportunities for College staff to engage in learning. Learning activities are selected based on the goals the College is setting out to achieve, and generally focuses on improving student outcomes.

Rationale: All Professional Learning to be undertaken reflects our vision: *'We at St John's Regional College are a contemporary Catholic community placing at our heart our students and their learning outcomes, through personalised learning and a culture of performance and development.'*

2018 was a year of review at St. John's Regional College and marked the time when we are devising a new 4 Year Action Plan at the College. The Learning Plan for 2018 was therefore aligned with our Annual Action Plan for 2018. It also reflects the new POL Structure introduced to the College in 2018.

This plan summarises the opportunities provided for staff at the College. In addition, staff are invited to apply to attend external professional learning aligned with their teaching areas or personal professional goals.

This Professional Learning Plan provides direction to achieving our desired outcomes for the future as recorded in our Learning Vision.

This plan will require revision after the implementation of each Annual Action Plan.

Given our desire to enhance the learning culture of the College the following are the Professional Learning outcomes we seek to achieve as derived from the yearly Annual Action Plan. All Professional Learning undertaken will be recorded as completed and aligned to the School Improvement Tool and the areas of our Annual Action Plan. (Please see the table at the end for a full summary of these areas).

2018-2019 Professional Learning Activities

Focus	Professional Learning 2019	Professional Learning 2018
Education in Faith	<p>Catholic Social Teaching LaSalle#300</p> <p>Spiritual Development of Staff</p> <ul style="list-style-type: none"> - Staff Retreat Day for spiritual formation 	<p>The Enhancing Catholic Identity Project (ECIS)</p> <ul style="list-style-type: none"> - To unpack the project and our data for staff <p>Spiritual Development of staff</p> <ul style="list-style-type: none"> - Staff retreat day for spiritual formation
Learning and Teaching	<p>Utilising Learning Data to support learning and teaching</p> <ul style="list-style-type: none"> - To share data with staff from a variety of sources - Feedback to teachers from the VCE Data Service - Trends in the data across time – NAPLAN and results - Expansion of the data shared within and accessed by staff in SEQTA (New Learning Management system 2018) - Implementing Effect Size in classroom learning programs (see Coaching below) <p>Whole School Literacy</p> <ul style="list-style-type: none"> - Introduction to glossary as a shared approach to learning - Formation of leading team – planning for further rollout of components (Scaffolding Learning) <p>Office 365</p> <ul style="list-style-type: none"> - Use of the components including Portfolios, Teams, One note Notebooks (for development of course materials), sharepoint and onedrive <p>Curriculum Development</p> <ul style="list-style-type: none"> - Curriculum Development Team focused on development of curriculum for Year 9 program - Annual Curriculum Review 	<p>Utilising Learning Data to support learning and teaching</p> <ul style="list-style-type: none"> - To share data with staff from a variety of sources - Feedback to teachers from the VCE Data Service - Trends in the data across time – NAPLAN and results - Sharing learning data with parents and students: Seqta Learn (Student Portal) and Seqta Engage (Parent Portal) <p>Visible Learning</p> <ul style="list-style-type: none"> - using the basics of Visible Learning – Revisiting Learning Intentions and Success Criteria <p>Professional Working Groups</p> <ul style="list-style-type: none"> - Learning Area Team meetings for curriculum and assessment task development - General Staff Meeting time allocated to Teaching Sequence Development <p>Curriculum Development</p> <ul style="list-style-type: none"> - Curriculum Development Group formed to meet regularly and produce the implementation plan to enact the Learning Vision - Annual Curriculum Review

<p>Student Wellbeing</p>	<p>Child Safety</p> <ul style="list-style-type: none"> - Child Safety 9 Modules online in Complispace Staff Learning Module - Protect Modules – continue revisiting - Staff briefing sessions focused on aspects of Child Safety - Use of SEQTA to support data on students for overview <p>Restorative Practices and Positive Behaviour Management</p> <ul style="list-style-type: none"> - Knowledge of new guidelines - Ongoing implementation and professional learning opportunities - Working party formation for review of College Policy and processes regarding student behaviour management 	<p>Child Safety</p> <ul style="list-style-type: none"> - Implement the Protect Protocols to staff and then continuous follow up post student rollout - Mandatory Reporting (online learning) – Required 12 monthly module - Complispace Modules <p>Learning Mentor Role Development</p> <ul style="list-style-type: none"> - Train the trainer process to ensure clarity of role and required actions <p>Restorative Practices</p> <ul style="list-style-type: none"> - External presenter for revisiting components of restorative practices <p>Resilience Program</p> <ul style="list-style-type: none"> - Pastoral Program modules as per planner – PD for staff prior to delivery
<p>Leadership and Management</p>	<p>Coaching Model – Second Year of Implementation</p> <ul style="list-style-type: none"> - Data Driven analysis - Observation cycles - Ongoing coaching relationships <p>Accountability for all</p> <ul style="list-style-type: none"> - Applying critical conversation skills <p>OHS</p> <ul style="list-style-type: none"> - CPR and First Aid Training - Evacuation Processes 	<p>Coaching Model</p> <ul style="list-style-type: none"> - Ongoing PD Program for all staff to implement a full coaching culture and reflective practice model - Crucial Conversations and <p>OHS</p> <ul style="list-style-type: none"> - CPR and First Aid Training - Evacuation processes
<p>School Community</p>	<p>SEQTA – Parent Engage portal – sessions for parents to enhance online connection</p> <ul style="list-style-type: none"> - Reporting in SEQTA - Paperless parent communication 	<p>Parent, Student and Teacher Interviews</p> <ul style="list-style-type: none"> - PST scaffolded interview process - Pathways knowledge for all Learning Mentors to assist with <p>SEQTA Portal</p> <ul style="list-style-type: none"> - Parent access to learning data to be implemented through the SEQTA Engage Portal

PLAN – Summary of Implementation in 2018

The table below summarises the Professional Learning desired outcomes. This enables monitoring of the Professional Learning completed across all areas and domains.

Professional Learning Activity	What is the desired outcome of the Professional Learning Activity? (Alignment with the School Improvement Tool)	Area of 2018 Annual Action Plan addressed	Desired outcomes
Coaching skills – all leaders in new POL structure for 2018 (December 2017)	1 Explicit Improvement Agenda 3 A culture that promotes learning	Leadership and Management	Shared understanding of Coaching being introduced in 2018
Introduction to Coaching (all staff)	1 Explicit Improvement Agenda 3 A culture that promotes learning	Leadership and Management	All teachers to engage in a coaching relationship and explore coaching conversations
GSM Collaborative Learning Teams	3 A culture that promotes learning 5 An expert teaching team 6 Systematic Curriculum Delivery	Learning and Teaching Leadership and Management	Review of all curriculum and accurate recording of the documentation
VCE Teacher Review Interviews	3 A culture that promotes learning	Learning and Teaching	VCE teachers provided with a guided discussion of student results. Review is to assist teachers with their teaching of course materials and improve student outcomes
Introduction to SEQTA Learning Management System	2 Analysis and discussion of data 3 A culture that promotes learning 4 Targeted use of school resources 5 An expert teaching team	Learning and Teaching Student Wellbeing	Roll marking done accurately Student data records accurately completed
St Mary's College for the Deaf – update on supporting students	7 Differentiated teaching and learning	Learning and teaching	Awareness of learning needs of hearing impaired students at St John's
Enhancing the Catholic Identity at St John's	1 Explicit improvement agenda 2 Analysis and Discussion of Data	Education in Faith	All staff to have a shared understanding of our current data regarding Catholic Identity and what actions are required for change

Professional Learning Activity	What is the desired outcome of the Professional Learning Activity? (Alignment with the School Improvement Tool)	Area of 2018 Annual Action Plan addressed	Desired outcomes
NCCD Data Collection – staff team review	7 Differentiated teaching and learning	Learning and Teaching Student Wellbeing	Teachers provide feedback on students on the list and their inclusion in the NCCD
Learning Mentor Development – Mentor and Student conversations and supporting students through subject selection	3 A culture that promotes learning 4 Targeted use of school resources	Student Wellbeing	Build capacity of Learning mentors to provide support to the students in their homerooms
Visible Learning – ongoing implementation, review of learning intentions and success criteria and alignment with feedback to students	1 An explicit improvement agenda 3 A culture that promotes learning 5 An expert teaching team 6 Systematic curriculum delivery 8 Effective pedagogical practices	Learning and Teaching	Review of implementation so far – revisit of key components of initial rollout of the program
Learning Data – SEQTA and its capacity for data sharing	1 An explicit improvement agenda 2 Analysis and discussion of data 3 A culture that promotes learning 4 Targeted use of school resources	Learning and Teaching Student Wellbeing	Introduction for staff to the data components of SEQTA and how to gain access to greater information about each student and their learning
School Safety procedures – Dynamique Evacuations	5 An expert teaching team 9 School-community partnerships	Leadership and Management	Staff aware of the required actions during both internal and external evacuations
Budgeting 2018 review and 2019 targets	1 An explicit improvement agenda 4 Targeted use of school resources 9 School-community partnerships	Leadership and Management	Sharing of school financial position
AAP Review – Outline of SIF for 2019 Staff in teams to give feedback	1 Explicit improvement agenda	All SIF areas	Staff contribute to review of Sif and formulation of directions for future planning

Coaching Review – what have we achieved in 2018 and what will occur in 2019	1 An explicit improvement agenda 3 A culture that promotes learning 4 Targeted use of school resources 5 An expert teaching team	Leadership and Management	Introduction of staff to classroom visits and classroom based goal setting for coaching
First Aid training for all staff	5 An expert teaching team	School Community	Yearly training as required
Curriculum Review Team Meetings – Course writing/updating for 2019	1 An explicit improvement agenda 3 A culture that promotes learning 5 An expert teaching team 6 Systematic curriculum delivery 8 Effective pedagogical practices	Learning and Teaching	Annual review of all learning courses and rewriting of courses and curriculum guides
SEQTA – online lessons for classes	4 Targeted use of school resources	Learning and Teaching	Staff to be able to create online lessons, cover pages and marksbook on SEQTA
Office 365 - -	3 A culture that promotes learning 5 An expert teaching team	Learning and Teaching School Community	Staff to have access to the basics of Office 365

School Improvement Tool Areas	Annual Action Plan
1 An explicit improvement agenda 2 Analysis and discussion of data 3 A culture that promotes learning 4 Targeted use of school resources 5 An expert teaching team 6 Systematic curriculum delivery 7 Differentiated teaching and learning 8 Effective pedagogical practices 9 School-community partnerships	1 Education in Faith 2 Learning and Teaching 3 Student Wellbeing 4 Leadership and Management 5 School Community