

THE GOWRIE (QLD) INC

**PROFESSIONAL DEVELOPMENT/TRAINING
POLICY**

CONSIDERATIONS:

QIAS

Principle 1.6 & 7.4

POLICY STATEMENT:

To ensure the ongoing quality and strength of the children's programs by supporting staff with ongoing professional development.

RELEVANT FORMS/MATERIAL:

- ***Staff Handbook***

SOURCES:

Reflections, Gowrie Australia. Spring 2010 – Issue 40, *Transforming Practice, Supporting Change: Establishing a pedagogical think tank for Gowrie Victoria* by Catherine Hydon and Carol l'Anson.

Queensland College of Teachers Website <http://www.qct.edu.au/>

REVIEWED: February 2011

Date to be Reviewed: February 2012

IMPLEMENTATION:

PROFESSIONAL DEVELOPMENT FOR STAFF

THE GOWRIE (QLD) INC UNDERTAKES TO SUPPORT STAFF BY OFFERING ACCESS TO REGULAR AND MEANINGFUL PROFESSIONAL DEVELOPMENT AND TRAINING:

Regular training and professional development programs will provide opportunities for:

- collaborative critical analysis;
- learning about current trends and issues;
- enhancing knowledge and understanding of cognitive, emotional, physical, spiritual and moral development of the children;
- expanding awareness and understanding of the physical, socioeconomic and cultural environment as these relate to the overall development of children;
- ways of addressing the needs of families with young children in a complex and changing multicultural society;
- establishing support and professional networks;
- enhancing interpersonal relationships between team members, parents, other early childhood programs, the community, management committees, licensing and funding bodies;
- personal development; assisting staff to develop a personal/professional development plan to achieve professional goals
- early childhood personnel to have access to a career path.
- Provision of up to date professional resource materials, journals and reference books

It is important that Teacher requirements for Professional Development are met to ensure the continuation of the Teacher's Registration and are supported by the Management of the Program.

Kindergarten programs will establish budgets that will reflect this commitment to the Teaching staff and other staff at the Service to ensure the ongoing learning of staff and therefore the ongoing quality of the program delivered at the Kindergarten.

Networking opportunities to share information and engage in collaborative professional conversations will also be provide by The Gowrie (Qld) as a Central Governing Body to acknowledge and learn from the professionals that are working within our membership group.