

PROFESSIONAL PRACTICE POLICY

Rationale

The spirit and mission of Our Lady of Dolours School is encapsulated within its motto *Living Loving and Learning in Christ*. We demonstrate this by promoting the professional roles and responsibilities of staff within our school and wider community.

Definition and Policy Statement

Professional practice refers to the ways and means staff at Our Lady of Dolours School makes use of their knowledge and skills to carry out their professional duties and responsibilities to a requisite standard of performance. Such duties and responsibilities are performed within an affirmed Code of Conduct set down by Brisbane Catholic Education for all schools within the Archdiocese, which mandates standards of behaviour required of all staff to ensure they carry out their duties in a professional and conscientious manner.

In addition to the standards set down by the Code, Our Lady of Dolours School is committed to the following professional practice principles:

- Relevant professional learning and development opportunities for all staff;
- Clear and objectively measurable professional standards for all staff prescribing their roles and responsibilities within the School;
- Establishment and maintenance of a performance management process, supervised by the Principal, to improve staff performance;
- While the Principal remains responsible for coordination of a deliberate and comprehensive approach to staff well-being and pastoral care, all staff members remain responsible for their own well-being and that of fellow staff members;
- Staff have flexibility to perform their roles and responsibilities within the boundaries of prescribed requirements; and
- Promotion of reflective practices that enhance teaching and learning outcomes.

Implementation

In implementing the Professional Practice component of this policy, Our Lady of Dolours will:

- Provide Employee Code of Conduct training to staff on a yearly basis;
- Support staff in the development of yearly goals related to their performance and development, and provide regular feedback to staff about their goals;

- Support staff in their use of student performance data to reflect on their goal achievements and teaching practice;
- Provide access to high quality professional learning for all staff;
- Support beginning and new teachers to O.L.D. with relevant induction and mentoring;
- Provide opportunities that promote the well being of staff;
- Implement the following procedures:
 - Teacher Performance and Development Programme;
 - Professional Learning;
 - Induction of Staff; and
 - Pastoral Care of Staff.