

Educator 8.4 Educator Professional Development and Learning Policy

The service endeavours to provide adequate and relevant ongoing training and development for educators to enable them to do their job confidently and to properly comply with service policies and procedures and other requirements of the service.



Relevant Laws and other Provisions

The laws and other provisions affecting this policy include:

- *Education and Care Services National Law Act, 2010 and Regulations 2011*
- *'My Time, Our Place' Framework for School Age Care in Australia*
- *Duty of Care*
- *National Quality Standard, Quality Area 4 – Staffing Arrangements; 7.2 Effective leadership builds and promotes a positive organizational culture and professional learning community*
- *Policies: 3.3 – Educators Practice, 8.1 – Role and Expectations of Educators, 8.2 – Educational Leader, 8.8 – Performance Monitoring, Review and Management, 8.10 – Employee Orientation and Induction, 8.12 – Employee Qualifications – Monitoring Progress, 10.1 – Quality Compliance.*



Procedures

The coordinator will facilitate opportunities for educators to access professional development and learning opportunities on a regular basis relevant to:

- *The operation of the service and its policies and procedures;*
- *Legal or other regulatory requirements; and*
- *Other issues of interest or benefit to educators to help them do their job better in the overall interests of the service and the children.*

Professional development opportunities to learn or further enhance skills and access information relevant to their role may be made available through:

- Team meetings;
- Training/information sessions;
- External or internal workshops.

The coordinator will, where possible, bring in specialist or expert presenters to train educators on issues requiring expert knowledge.

The coordinator will ask educators regularly to contribute suggestions for training topics.

The coordinator will ensure that a written record of all professional development of educators is kept and regularly reviewed with the Approved Provider.

Educators will be paid for attendance at compulsory training sessions and service team meetings, in accordance with relevant awards.

The service shall allocate funds within the budget for training and professional development for educators.

| DATE DEVELOPED | DATE RATIFIED | DATE REVIEWED | DATE RATIFIED |
|----------------|---------------|---------------|---------------|
| August 2018 | August 2018 | July 2021 | November 2022 |
| | | 10.05.2024 | 17.06.2024 |