



Uniting schools to serve every child, by applying best bets for improving outcomes.

Staff Development Charter

Introduction

This charter has been developed to support all teachers in all settings to grow and develop as great professionals. It aligns with the Julian Teaching School Hub values of:

- Relentless focus on professional development
- Learning and growth for all
- Partnerships between learning organisations
- Fidelity to evidence with intelligent adaptation

There is a growing body of research that emphasises the importance of professional development in improving student outcomes. Having a clearly defined, evidence-informed approach to staff development should support schools in realising their strategic aims and priorities through improved recruitment, development and retention of their staff.

In signing this charter, we commit to:

1. **Creating a climate for Professional Learning**

Working to ensure that everyone values Professional Development, within a high-trust climate that is conducive to supporting and sustaining change. Staff feel trusted and are afforded space to 'have a go', 'make mistakes' and collectively learn.

2. **Evidence-based use of Appraisal (Performance Development)**

An engagement-focussed approach where leaders provide regular feedback and support staff to monitor their own progress towards challenging yet achievable, co-constructed goals. This develops a sense of efficacy and ensures that professional development is well aligned to goals.

3. **Our Leaders prioritising Professional Development**

Ongoing, evidence-informed professional development as an integral part of the career journey for all staff and a commitment to offering and delivering training relevant to need. Realised through intelligent use of:

- Resources e.g. Money and Time
- Recommendations for 'Effective Professional Development', whether designing in-house or selecting external provision
- Consideration of fit / feasibility of chosen approaches for local context

4. **Staff ownership of their Professional Development**

An approach to Professional Development that strikes a balance between everyone's professional responsibilities, needs and aspirations, and the whole-school priorities. As a result, staff fully commit to effective professional development practices and challenge poor or ineffective ones.

5. **Collaboration**

Utilising collaboration as a powerful tool in magnifying and spreading the benefits of professional learning, offering staff opportunities to participate in and contribute to Professional Development. As a collective, we expect to both contribute to and draw upon each other's expertise and capacity.