Rationale:
• Focussed, targeted and needs driven professional development programs for future leaders provide optimum opportunities for succession planning, professional growth, enhanced diversity, and improved student learning.

Aims:
• To provide opportunity for targeted staff to develop their professional skills and/or qualifications in the area of Curriculum, Wellbeing or Welfare Leadership.
• To provide opportunities for targeted staff to further develop their awareness, knowledge and skills in leadership and management.
• To develop targeted teachers with enhanced skills that in turn will improve staff performance and student learning.

Implementation:
• Ongoing and needs driven targeted professional development for future leaders is an obligation of the current school leadership.
• Individual’s professional development in the area of Leadership development is a shared responsibility between the school and the targeted staff member.
• A targeted staff member will develop a personal professional development plan that is embedded within, and reflects the performance review process.
• The personal professional development plan will allow for both school identified succession plans, and those of a personal interest in leadership growth and development.
• The Principal team is assigned the responsibility of targeting leadership professional opportunities. The Principal team’s role will be to identify aspirant staff members who may benefit from professional development opportunities in the area of leadership. The targeted/aspirant staff member will have identified their desire for whole school leadership opportunities within their performance review plans.
• A budget will be allocated to Leadership professional development each year and adhered to. Budget implementation will allow, over time, for equity of resources amongst aspirant and targeted staff, and include an amount for incidental professional development.
• The school will attempt to provide yearly on site, Network and / or Statewide leadership opportunities such as Inspire, Leaders in The Making, AEU, DET or Bastow courses.
• Aspirant staff are encouraged to shadow current leaders, seek and provide professional development from other staff members within the school.
• Aspirant and targeted future leaders will have shown ongoing commitment, dedication and professional interest in improving school outcomes and staff performance.

Evaluation:
• This policy will be reviewed as part of the school’s three-year review cycle.

This policy has been endorsed by School Council 16/05/2017