

Policy Title: Professional Development for Teaching Staff

Policy Owner: Pro-Vice-Chancellor (Education)

Keywords: Professional Development Academic Staff Teaching
New Staff

Policy Code: PL019 [ac043]

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1. INTENT

To improve teaching capabilities at ECU by addressing the professional development needs of teaching staff through the design and delivery of targeted and contextualized professional development for teaching staff at all career phases.

2. ORGANISATIONAL SCOPE

All teaching staff, ECU Schools, Centre for Learning and Teaching and Human Resources Service Centre.

3. DEFINITIONS

TERM	DEFINITION
Blended learning	Blended learning is the intentional integration of different modes of learning in both face-to-face and online learning environments. Blended learning approaches will vary according to the discipline, the year level, student characteristics and learning outcomes.
PDC Program	A professional development program for Teaching Staff.
Teaching Staff	All staff engaged in teaching for ECU including full-time and part-time staff both in ongoing and fixed-term and sessional academic contracts, and including staff at third party providers teaching ECU courses or programs.

4. POLICY CONTENT

4.1 The Centre for Learning and Teaching will:

- 4.1.1 Develop and deliver programs and support activities which will enable Teaching Staff at all career phases to continue their professional development in tertiary teaching, including opportunities to develop their teaching leadership.
- 4.1.2 Design and deliver core learning and teaching programs and support school-based professional development activities.
- 4.1.3 Ensure that the curriculum of learning and teaching programs meets the needs of schools.

4.2 All teaching staff at ECU must complete the prescribed PDC Programs in accordance with the [Professional Development for Teaching Staff Procedures](#).

4.3 The University requires satisfactory completion of prescribed courses in the PDC Program (as described in the [Professional Development for Teaching Staff Procedures](#)) as part of any performance management, probation assessment and/or contract renewal.

4.4 Sessional academic staff will be paid to participate in the professional development required by this policy in accordance with the terms of their employment contract (including the requirements set out in any applicable Enterprise Bargaining Agreement).

4.5 Executive Deans can waive or partially waive the requirements to complete the PDC Program (with the exception of PDC111) where the new staff member can demonstrate appropriate teaching qualifications, skills and/or experience. This must be recorded in the Role Based Development Framework web-based tool as a *Recognition of Prior Learning* (RPL). The onus of collecting the required evidence for an RPL application is with the Line Manager.

4.6 The Centre for Learning and Teaching will maintain records of staff completion of PDC Programs and will provide Schools with quarterly reports.

4.7 A report on compliance with this policy will be presented biannually to the Education Committee.

4.8 The Human Resources Services Centre will advise new teaching staff of these policy requirements via the employment offer or contract.

5. ACCOUNTABILITIES AND RESPONSIBILITIES

In relation to this policy, the following positions are responsible for the following:

Policy Owner

The Policy Owner, Pro-Vice-Chancellor (Education), has overall responsibility for the content of this policy and its operation in ECU.

Schools and Centres

Schools and centres are required to comply with the content of this policy and to seek guidance in the event of uncertainty as to its application.

Teaching Staff

All Teaching Staff are expected to comply with this University Policy.

6. RELATED DOCUMENTS:

6.1 This policy is supported by the following procedure:

- [Professional Development for Teaching Staff Procedures](#)

7. CONTACT INFORMATION

For queries relating to this document please contact:

Policy Owner	Pro-Vice-Chancellor (Education)
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8. APPROVAL HISTORY

Policy Approved by:	Vice-Chancellor
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