



A Framework for Staff Learning and Growth

Our Purpose

At Emmanuel Anglican College, we seek to grow each student to become a person of character who is inspired by excellence and adaptability, whose life is modelled on that of Jesus, and who, through courage, creativity, compassion and citizenship strives to create a better world.

Central to the College's efforts to achieve **Our Purpose** is our commitment to the recruitment, ongoing growth and development of a highly skilled, innovative, passionate and professional team of teaching and support staff.

To this end, we want to support our staff through:

1. **Holistic Formation:** nurture, support and encourage every staff member to grow in all dimensions of their being and to become all that God calls them to be
2. **Character Development:** develop their confidence to model the character and values we seek to develop in our students
3. **Professional Growth:** enhance their professional expertise to care for and promote the learning, development, safety and wellbeing of our students
4. **Collegial Contribution:** strengthen their collective efficacy to create inspiring and ethical learning experiences for our students
5. **Educational Vision:** promote the aspiration and innovation to inspire students to grow in all facets of their being as confident and competent people ready for all aspects of life

Our People

The College recognises, values, affirms and celebrates the unique nature, infinite worth and dignity of each and every person. Our approach, programs, processes and people are inspired by the words of Jesus when he said: 'I have come that you may have life and have it to the full' (John 10:10).

We strive for staff who seek:

Holistic Formation: demonstrate integrity, professionalism and commitment to our Anglican ethos

1. **Character Development:** locate passion and purpose for their work in their service to the students and families of the College

2. **Professional Growth:** build capacity to safeguard each student and support them to achieve their potential throughout their social, academic and cultural learning journey
3. **Collegial Contribution:** collaborate in dynamic teams who deliver meaningful learning through our distinctive evidence-informed educational framework
4. **Educational Vision:** champion the strategic intent of the College

Our Practice

As a people-centred learning community we will establish a Centre of Professional Excellence that will develop high quality processes for recruitment, induction, professional learning and development based on:

1. **Holistic Formation:** promote the holistic development, safety and self-care of each member of staff.
 2. **Character Development:** develop a constructive and meaningful process of observation, feedback, reflection and planning that promotes and celebrates professional learning and growth, enriches character and reflects the values of the College
 3. **Professional Growth:** support and mentor staff to increase their expertise and capacity, and strengthen their career pathways through professional learning, accreditation, qualifications and leadership development
 4. **Collegial Contribution:** foster a culture of professional dialogue and encouragement in an inclusive, flexible and collaborative working environment that is augmented by network connections and industry, university and community relationships that improve student and staff learning outcomes
 5. **Educational Vision:** provide access to high quality professional learning both in-house and through external organisations and presenters that enhances the capacity of staff to further the strategic intent of the College
- 