

Mawson Lakes School - OSHC

Policy Statement on Staff Training & Development

The Mawson Lakes School OSHC Service is committed to providing the highest quality child care through ongoing staff training and development.

HOW POLICY WILL BE IMPLEMENTED (specific policies and procedures)

- The management body will allocate sufficient resources to meet the training priorities of the Service.
- The Director/Nominated Supervisor is responsible for developing, implementing and evaluating an annual training plan for the Service.
- This training plan will:
 - include a training needs assessment, based on the staff appraisals for individual needs and consultation with staff and management for the Service's priorities
 - ensure that training opportunities are provided equitably to all educators
 - include a variety of methods of training delivery such as:
 - internal workshops for staff to share their expertise with each other
 - internal workshops conducted by outside presenters/experts
 - attendance by staff at external workshops, conferences and seminars
 - courses provided by training organisations such as TAFE or Workplace Training.
- Educators who attend external training will share the skills and knowledge they have gained with other educators where relevant.
- Educators and the Director/Nominated Supervisor will evaluate all training activities against the training needs identified in the training plan.
- Educators will be considered to be at work for the duration of any training activity they attend under the Service's training plan.
- The Service will meet the costs of any authorised training activity (including travel costs – vehicle allowance, etc.).