



Staff Professional Development and Scholarly Activity Policy

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Staff Professional Development and Scholarly Activity Policy

Purpose

This Policy sets out the principles and approach adopted by Lyons College to support professional development and scholarly activity ensuring the College's staff maintain currency of their skills and knowledge.

Scope

This Policy applies to all staff at Lyons College.

Policy

Lyons College considers staff to be a critical resource in achieving its academic and strategic objectives. Academic staff are required to maintain contemporary knowledge in their area of discipline, along with skills and knowledge in current best-practice teaching. Non-Academic staff are also expected to participate in professional development to enhance their skills.

1. Policy Principles

- 1.1. Lyons College provides professional development opportunities for all staff to enable them to better achieve the strategic goals of the College
- 1.2. Staff Professional Development is the joint responsibility of each staff member, their manager or supervisor, and Lyons College
- 1.3. All staff at Lyons College are expected to participate in professional development activities
- 1.4. Academic staff are required to maintain knowledge of current developments within their area of discipline, as well as skills in contemporary teaching and learning techniques
- 1.5. Academic staff are recruited with the expectation they will engage in ongoing scholarly activities within their areas of discipline as well as the scholarship of teaching and learning
- 1.6. Lyons College will support academic and professional staff in ongoing relevant professional development
- 1.7. Lyons College understand professional development is a core ongoing improvement process and will encourage and actively support staff in their development needs
- 1.8. Lyons College will provide financial support for professional development activities, and may bear the entire cost if appropriate

2. Types of professional development

Staff members may consider any of the following professional development activities as opportunities for individual, as well as overall Lyons College development:

- Formal external education or training leading to an AQF award
- Formal internal training
- Internal and external Committee participation

- Mentoring or coaching programs
- Publication and dissemination of papers and/or research outcomes to appropriate media
- Attendance of conferences and/or industry forums
- Presentation of research papers at conferences and/or industry forums

Lyons College must ensure that appropriate resources are provided for professional development activities. The Board has committed an annual budget for Staff Professional Development, which will be managed by the Dean for all academic staff and the CEO for all other staff.