



Staff Professional Development and Scholarly Activity Policy

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Related Policy/Procedure:	<ul style="list-style-type: none"> ➤ Staff Recruitment Policy ➤ Freedom of Intellectual Inquiry Policy 		

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.

Relevant Legislation and Regulation

Higher Education Standards Framework 2021, Part A: Standard 3.2 (Staffing)
 Tertiary Education Quality and Standards Agency (TEQSA) Act 2011
 TEQSA Guidance Note: Scholarship
 National Statement on Ethical Conduct in Human Research
 Australian Code for the Responsible Conduct of Research

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 is committed to appointing and retaining high-quality academic staff, and to supporting that staff through professional development. Professional development opportunities will be aligned to Lyons College teaching and learning objectives and managed to ensure that staff are up to date with the latest professional industry standards as well as teaching and learning practices and methodologies. The professional development of academic staff ultimately provides an improved learning experience for students pursuing a higher education qualification at Lyons 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, specifically including high-intensity pedagogical models such as Block Delivery
- 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 (SoTL), with a focused emphasis on immersive and intensive delivery methodologies
- 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
- Attendance of conferences and/or industry forums
- Training in intensive mode pedagogy and block-style curriculum design
- Workshops on rapid-cycle feedback mechanisms and active learning strategies for long-duration teaching sessions.

3. Types of Scholarly Activity

Lyons College academic staff should participate in scholarly activity that is relevant to the higher education program in which they teach and may include:

- enrolment in a relevant post graduate degree
- research, which leads to published papers, academic presentation and/or creative output.
- action research projects focused on the pedagogical effectiveness, evaluating student success, attrition, and engagement of Block Delivery
- conference papers and presentations
- text books or contributions to text books
- journal articles (non-refereed as well as refereed)
- development of innovative computer software or digital tools to facilitate intensive-mode learning
- exhibitions of original creative work
- design research methodology
- development and peer-review of digital learning resources optimized for compressed delivery timeframes

Lyons College must ensure that appropriate resources are provided for professional development and scholarly 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.

Version	Date	Resolution	Comments
V1.0	09/08/2018	20180809/28	Initial policy created
221220	20/12/2022	221220/04	Insert legislation, define scholarly activity
V2.0	18/02/2026	20260218/05	Amended to include Block Delivery for ECE