

# St David's Learning Community



## Our Professional Values into Action



Teacher professionalism is about teachers putting the Professional Values at the heart of everything they do (GTCS, 2018). Teacher professionalism demonstrates the overall quality of the teaching workforce across Scotland and the impact of professional learning on children's progress and achievement (National Improvement Framework, 2018).

Being a teacher begins and ends with the Professional Values and how these are brought to life through teachers practice.

We are committed to improving the way we work. The GTCS sets out a clear set of common values and ways of working. We are dedicated to ensuring that each and every member of the St David's Learning Community works in an inclusive and supportive working environment providing the highest standards of education and care. The St David's Learning Community has a shared understanding of wellbeing and in the dignity and worth of every individual (Education Scotland, 2015). Staff across our Learning Community are enabled to live and act out their values in all that they do.

# St David's Learning Community



## Our Professional Values

### SOCIAL JUSTICE

- we are committed to acting fairly and transparently in all that we do
- we are committed to doing what is right
- we are fair, thoughtful and welcoming to colleagues, learners and families
- we are inclusive and do not tolerate discrimination in relation to age, disability, gender, gender identity, race, ethnicity, religion and belief or sexual orientation
- we make the best use of resources and time to ensure sustainability and equity
- we value diversity and celebrate this across our learning community
- we are committed to engaging our learners and families in real world issues
- we embrace sustainability and act responsibly in all that we do
- we seek to listen to, understand and find solutions
- we show compassion and care through our actions and words
- we are committed to doing what is right
- we respect the rights of all learners as outlined in the United Nations Convention on the Rights of the Child (UNCRC)
- we include learners in making decisions and actively seek the views and feedback of our families to inform improvements
- we foster a community of hope and positivity, drawing on the teachings of Christ

### INTEGRITY

- we are open and honest
- we are able to apologise if we get things wrong
- we take time to ensure each person feels listened to, secure, understood and treated compassionately
- we are committed to doing our best
- we build trust by doing what we say we will do
- we critically examine our personal and professional attitudes and beliefs
- we act with courage and wisdom
- we challenge assumptions and professional practices
- we encourage and explore ideas for improvement and innovation
- we are committed to driving improvement and securing positive outcomes for all
- we act with love and compassion
- we draw on our religious morals and beliefs to guide us in our practice

# St David's Learning Community



## TRUST AND RESPECT

- we are polite, considerate and courteous in all our communications and actions
- we demonstrate respect for the dignity and choices of individuals
- we act and behave in a way that develops a culture of trust and respect
- we work collectively as a team
- we take privacy seriously and maintain confidentiality at all times
- we recognise and value uniqueness and diversity
- we are sincere, honest and constructive when giving feedback and are open to receiving it
- we maintain a professional attitude and appearance at all times
- we understand and value each other's role and contribution
- we provide a safe and secure environment for all learners
- we have a strong understanding of wellbeing underpinned by GIRFEC
- we are committed to motivating and inspiring others

## PROFESSIONAL COMMITMENT

- we engage in all aspects of professional practice
- we work collegially with all members of our school, ASG, local authority and educational communities
- we are committed to lifelong enquiry, learning and professional development
- we exhibit leadership at all levels
- we collaborate and share practise regularly
- we maintain high levels of professionalism
- we offer support, advice and encouragement to others
- we maximise each other's potential and contribution through shared learning, evaluation and development opportunities
- we recognise, share and celebrate our successes, big and small
- we use our knowledge and enthusiasm to implement positive change and overcome challenges
- we work together to achieve a high quality service
- we take ownership of our own professional development and seek opportunities to enhance our skills and expertise
- we use our knowledge, enthusiasm and expertise to implement positive change and overcome challenges
- we are positive role models

# St David's Learning Community



To help you work to the best of your ability and live out your Professional Values you can expect St David's Learning Community to ensure that you:

- are managed fairly and consistently with dignity and respect, valuing diversity
- are provided with a working environment which promotes your health and wellbeing
- are supported to make the best use of the resources and support you have available to you (including digital technologies)
- have fair and appropriate access to mandatory training and high quality career long professional learning
- have regular opportunities for high quality professional dialogue with colleagues
- receive a meaningful, high quality annual Professional Review (PRD) which helps you to self evaluate, improve your performance and nurtures your Professional Values
- are supported and encouraged to engage in professional learning which develops your knowledge, skills and competence
- have access to procedures and policies which protect and support you as an employee of Midlothian Council
- have access to procedures and policies which support you to carry out your role
- are included in decision making at school level and regularly able to express your views and feedback through staff meetings and communications.

The Professional Values are at the core of the GTCS Standards. The same values are reflected across the Standards and are relevant to all registered teachers regardless of post. Professional Values are complex and they work to shape who we are as Professionals.

The Professional Values are demonstrated through all our professional relationships, thinking and practices. The connections between Professional Values and practices need to be regularly considered. This is an important part of being a critically reflective and enquiring professional.

Professional Values:

- are developed, deepened and challenged throughout a teacher's professional career.
- encourage teachers to ask critical questions about policies and practices and to examine their attitudes and beliefs
- have a positive impact on learners through teachers gaining skills and knowledge and developing their critical thinking and decision making skills

# St David's Learning Community

