



FRENCHS FOREST PUBLIC SCHOOL

Performance and Development Procedures

Statement of Purpose

Effective performance and development requires a collaborative and supportive workplace committed to a positive culture of ongoing learning by individuals and teams.

The overarching purpose of the performance and development process is to support the ongoing improvement of student outcomes through continuous development of a skilled, effective and professional teaching workforce.

Context

These procedures should be read in conjunction with the Performance and Development Framework for Principals, Executives and Teachers in NSW Public Schools (March 2015)

https://detwww.det.nsw.edu.au/media/downloads/intranet/lists/directoratesaz/humanresources/schoolteachers/performance/performance_development_framework.pdf

Procedures

A Performance and Development Plan (PDP) is used to record each individual teacher's annual performance and development process.

https://detwww.det.nsw.edu.au/lists/directoratesaz/humanresources/schoolteachers/performance/performance_development_framework.pdf

Phase 1: Plan (Term 1)

Collaboratively develop and articulate the professional goals, the strategies and support required to achieve those goals.

- Staff decide on school goal
- Stage teams decide on team and individual goals
- Teachers begin Performance Development Plan (PDP)

Phase 2: Implement (terms 2 and 3)

Mid-year assessment

- Teacher observation and reflection

Phase 3: Review

End of year formal review and written feedback. Teacher works with the supervisor to systematically and strategically review progress based on evidence, self-reflection and feedback from the previous cycles

- Teachers and executive finalise PDP