

**Performance and development is about creating a culture of teacher quality, feedback and growth for all teachers within all schools.**



## An Australian Framework

A national approach to teacher performance and development will support Australian teachers in their desire to grow and develop and to receive useful feedback on their performance. An Australian Framework means all teachers can access effective development opportunities.



## Purpose

- improve teacher effectiveness and consequently student outcomes
- promote all teachers having access to effective, continuous and constructive feedback throughout their careers
- focus all schools on continuous teacher performance feedback, growth and improvement

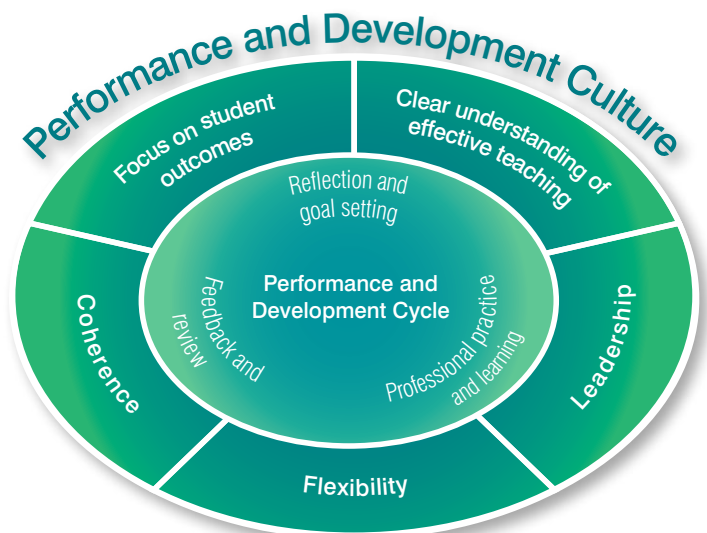


## A culture of effective performance and development

- focus on student outcomes
- clear understanding of what effective teaching is, based on the Standards
- flexibility to respond to unique contexts and histories
- leadership from all levels
- coherence with school, system and national approaches to teaching and learning

## Essential elements of a performance and development cycle

- agreed, documented, regularly reviewed goals and ways of measuring progress
- support in working towards goals including access to high quality professional learning
- evidence for reflection and evaluation of performance drawn from multiple measures
- regular informal and formal feedback, including a formal annual review



# Australian Teacher Performance and Development Framework

*The Framework requires that every teacher, every year, in every school receives regular, appropriate and constructive feedback on their performance, opportunities to identify areas for development, as well as effective and ongoing support to further impact their practice.*



## Benefits for teachers

- structure to support teacher and school improvement aimed at improving student outcomes
- flexibility to align with school improvement goals
- increased professional growth through coaching
- enhanced professional satisfaction
- formal recognition of professional achievements
- access to networks through school and system wide collaboration

### Access to and participation in:

- relevant professional learning
- targeted career goal setting
- effective reflection and feedback
- collegial networks



## Benefits for school leaders

- structure to drive teacher and school improvement
- flexibility to align with school improvement goals aimed at improving student outcomes
- promotes collaboration and collegial endeavour
- encourages leadership at all levels
- promotes a shared commitment to excellence
- shared understanding of effective teaching





## Support for implementation


- resources, tools and templates
- stimulus materials
- examples of effective practice
- online discussion
- professional learning materials
- research



For more information:

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