

Performance Development Framework

Suggested Implementation Process for 2015

The implementation of the Performance Development Framework will begin in Term 3. This process replaces TARS/EARS/PARS/OARS. The process to be followed is outlined below and is aimed at streamlining paperwork focusing on the professional development aspect of the reform. Additionally, there will be requirements for all staff to be accredited by 2018, although the precise steps are still being finalised between the union and the DET.

The reform is about teachers being reflective and having ownership over career direction, whilst supporting the school plan and responsibilities required by the DET.

* **Staff utilise the PDP proforma** to get used to the necessary paperwork required.

* **Establish 3 goals** – The goals in 2015 should be limited to 3 goals due to the shortened nature of the implementation. The goals could reflect the following structure:

1. A Systems requirement (eg. Implementation of syllabus)
2. School Plan requirement (eg. The implementation of Focus on Reading)
3. A career goal (eg. Commence collection of evidence for accreditation.)

* The professional learning and evidence require 100 word responses.

* Throughout the process, if there are any changes, they will need to be documented in the 'Implement' section of the PDP.

COMPLETED STAFF DEVELOPMENT DAY TERM 3 (signed off by supervisor and emailed to deputy)

* **Teacher observations** – There should be 2 observations in 2015. However, due to the reduced timeframe, there will only be 1 observation. This will be undertaken by video. Teachers will video their teaching practice themselves. Teachers will control what they film. However, the film is to be focused on our school priority of Focus on Reading and be about 30 minutes in duration. The video will be peer critiqued with each teacher's stage team.

Critiquing will be against the Teaching Standards. The teacher, at the beginning of showing their observation, will state the purpose of the lessons. The critiquing colleagues will respond as;

1. What was intended?
2. What happened?
3. What next?

This will be the premise of all critiquing and be a central focus on sharing positive practice and the sharing of teaching strategies.

* Stage supervisor is to write a comment, no greater than 100 words, from the reflection of the practice.

VIDEO IS SHOWN ON STAGE PLANNING DAY; WEEK 10, TERM 3

Self Assessment - End of Term 3, teachers will write a 100 word comment on their progress towards personal goals.

COMPLETED WEDNESDAY, WEEK 10; 16/9/15 (signed off by supervisor and emailed to deputy)

Annual Review – will take place in late Term 4. Supervisors will need to write a 200 word comment about teacher’s development. This will be preceded by a discussion about the teacher’s learning with their supervisor.

COMPLETED WEEK 9, TERM 4 (signed off by supervisor and emailed to deputy)

Revision – There will be a review of the process and a policy written late Term 4 in preparation for the 2016 PDP process.

PRESENTED SDD TERM 4, 15/12/14