



Research shows that a successful approach to effective performance and development relies on a strong and supportive culture within a school. A defining part of our school Culture for Teaching and Learning is for our staff to continually improve the quality of teaching performance and the continuing development of improved student outcomes. This process recognises that the teacher and teacher aide are the ones who can make a difference to the way students learn and achieve.

Each year our teaching staff and teacher aides are involved in a collaborative process with the administration of the school to develop a Performance Plan that aligns with and embeds the Australian Professional Standards for Teachers.

The Professional Plan :

- provides a common understanding of professional expectations in our school
- promotes collegiality and collective responsibility for improvement in achievement
- helps teachers and teacher aides focus on continuous improvement
- assists teachers and teacher aides with self-reflection and self- assessment.

The teaching staff set individual goals that they determine are necessary to improve their performance.

Professional development opportunities are sought, coaching and mentoring programs are implemented and the teacher and teacher aide aim to reach the goal during the duration of the plan. This professional process includes discussions, observations, self reflection and feedback.