



## **PERFORMANCE & DEVELOPMENT POLICY**

### **Rationale**

- The enhanced Performance and Development whole-of-practice approach promotes a consistent process and common language for the evaluation and support of staff performance and development in Victorian government schools.
- The approach is intended to provide a mechanism by which staff can continuously develop their professional skills, regardless of their current performance level and is built on several key principles, including:
  - **Evidence-based:** the new approach stresses the use of concrete evidence as critical to support the achievement of goals and an indicator of performance. Evidence is also highlighted as a key enabler for staff to show their impact on their practice.
  - **Collaboration:** staff are encouraged to collaborate within and between schools to share strategies and lessons around effective pedagogical, leadership and other practices
  - **Accountability:** staff are given a degree of autonomy over their development goals in exchange for accountability over their achievement.
- Schools have responsibilities in relation to self-evaluation, planning and reporting.
- The *Framework for Improving Student Outcomes* provides advice and resources to support schools in meeting these responsibilities. It has been developed to foster a targeted, evidence-informed focus on student outcomes.
- The *Framework for Improving Student Outcomes* uses the latest research on student learning and global best-practice to assist schools to focus their efforts on key areas that are known to have the greatest impact on school improvement.

### **Purpose**

- To ensure Footscray North Primary School complies with DET policies and guidelines.
- To ensure the school builds on best practice, recognises excellence and provides support for staff development where it is required.
- To ensure the school is aware of school improvement arrangements and their responsibilities.

### **Implementation**

- A performance and development culture will be reflected in the school's vision and mission statements.
- The school will implement DET policy through its Annual Improvement Plan (Student Achievement).
- To focus effort where it is most needed, in developing the Annual Improvement Plan, the school will select from the six DET provided evidence-based initiatives that when implemented with consistency and depth will help drive improved student based outcomes. The initiatives are associated with the four state-wide priorities (please refer to the *Framework for Improving Student Outcomes: Guidelines for Schools* above).
- In consultation with the SEIL, with reference to school data, to progress towards the SSP targets and other relevant issues, the school will explain why it has selected the relevant initiatives.
- The school will identify the Key Improvement Strategies linked to the initiatives that will be scaled up.
- Items within the Staff Opinion Survey e.g. *Guaranteed & Viable Curriculum, Academic Emphasis, Focus on Student Learning* will also be a measure of the school's performance and development.

### **Evaluation**

- This policy will be reviewed as part of the school's three-year review cycle or if guidelines change (latest DET update early July 2017).

This policy was ratified by School Council 25/3/2019.