

Australian Teacher Performance and Development Framework

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



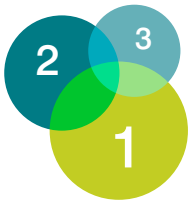
An Australian Framework

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 appraisal, growth and improvement



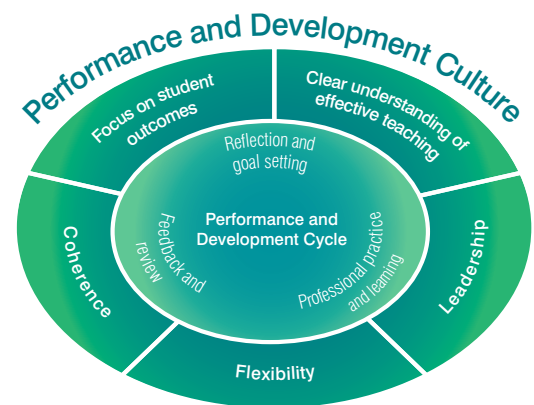
A culture of effective performance and development

- 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 overall approaches to teaching and learning



Performance and development cycle

- reflection and goal setting
- professional practice and learning
- feedback and review



Support for implementation

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

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

- effective, ongoing and constructive feedback on performance
- access to support and development opportunities
- increased professional growth through mentoring and 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 support teacher and school improvement aimed at improving student outcomes
- flexibility to align with school improvement goals
- promotes collaboration and collegial endeavour
- encourages leadership at all levels
- promotes a shared commitment to excellence
- shared understanding of effective teaching

2012

Timeframes for development and implementation

- research, mapping and analysis of existing practices nationally and internationally
- draft Framework for national consultation – March
- endorsement by Education Ministers – August
- performance and development processes: a focus in every school with every teacher
- development of materials to support implementation of improved performance and development practices

For more information



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