

Nathalia PS

Performance and Development Policy

Purpose of this Policy

To ensure schools build on best practice, recognise excellence and provide support for staff development where it is required.

Guidelines

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.

School Improvement

Purpose of this policy

To ensure schools are aware of school improvement arrangements and their responsibilities.

Policy

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. The Framework has been developed to foster a targeted, evidence-informed focus on student outcomes.

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Department resources

- [Framework for Improving Student Outcomes](#)
- [Framework for Improving Student Outcomes](#) (eduGate site) (requires eduMail log-in and password)

Refer to: <http://www.education.vic.gov.au/school/principals/spag/pages/spag.aspx> for all prerequisite and related policies.

Ratified by School Council: