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 also 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 Charles La Trobe College complies with DET policies and guidelines.
* To ensure the College builds on best practice, recognises excellence and provides support for staff development where it is required.
* To ensure the College is aware of school improvement arrangements and their responsibilities.

Implementation

* A performance and development culture will be reflected in the College’s vision and mission statements.
* The College will implement DET policy through its Annual Improvement Plan (Student Achievement) commencing in 2016.
* To focus effort where it is most needed, in developing the Annual Improvement Plan, the College 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.
* Please refer also to the Framework for Improving Student Outcomes Policy.

Evaluation

This policy will be reviewed as part of the school’s three-year review cycle or if guidelines change (latest DET update mid-January 2016).

Ratification

This update was ratified by College Council on 15th February, 2018.

Reference

[www.education.vic.gov.au/school/principals/spag/pages/pdcuture.aspx](http://www.education.vic.gov.au/school/principals/spag/pages/pdcuture.aspx)