

PERFORMANCE AND DEVELOPMENT PROCESS

TEACHING STAFF and SCHOOL LEADERS

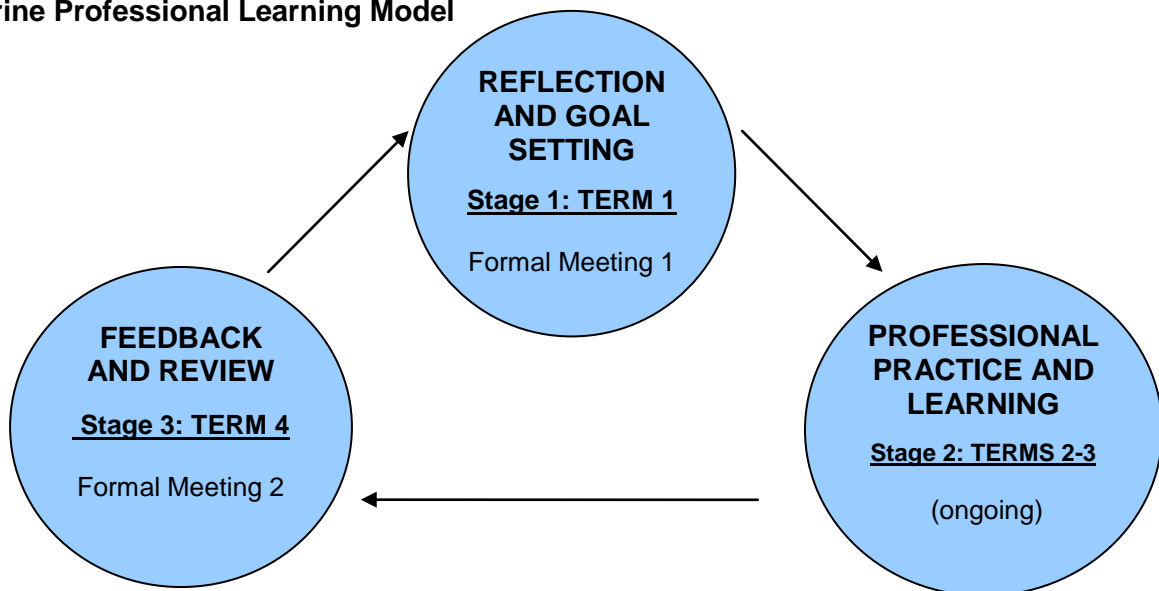
Overview

The Department of Education Employee Performance Policy states that all employees will participate in a performance process and have access to growth and development opportunities and through this process will regularly demonstrate their accountability. At Carine Primary School, we have a clear focus on student learning where staff performance and development is strongly linked to the intended outcomes of the Department's strategic directions and to the achievement of our school's vision of, ***Quality teaching providing opportunities for growth in student achievement.***

The performance process will be aligned with the Australian Teacher Performance and Development Framework (AITSL), Australian Professional Standards for Teachers (AITSL) and the Carine Primary Professional Learning and Development model below. It will also incorporate a co-coaching approach to support staff to identify and work to achieve their goals.

At Carine, the school logo of "Our Best Always" is enacted through our commitment to our staff service values. All members of our school community are expected to seek personal excellence in everything we do. We believe that to give of our best always, is an ongoing life-long goal. Our performance is measured by continually setting improvement goals and accepting the life journey without ever reaching the destination. This is because we believe the better we get at something, the more we are motivated to try and improve.

Carine Professional Learning Model



Performance Development Cycle