Meaningful conversations regarding quality teaching and practice can occur at any time.

**PERFORMANCE & DEVELOPMENT CYCLE**

- **Plan**
  - Reflect on teacher practice, school and system priorities
  - Teacher and Supervisor meet to collaboratively develop goals aligned to the Standards
  - Identify strategies, professional learning and support required

- **Implement**
  - Support teacher to meet goals
  - Ongoing conversations, feedback and monitoring
  - Identify evidence to assess progress
  - Reflection and refinement of goals

- **Review**
  - Mid-year self-assessment
  - Document feedback and evidence
  - End of year review

**PERFORMANCE CONCERNS**

- **Clarify**
  - What are the concerns aligned to the Standards?
  - What are the areas that need improvement?
  - What goals in the PDP need to be adjusted or added?

- **Communicate**
  - Explicit and documented conversations with teacher
  - What the teacher needs to improve and how they will do it?
  - Document any changes in the PDP

- **Support**
  - Provide support for development aligned to the Standards
  - Ongoing conversations and feedback
  - Monitor and assess progress

**If the Standards ARE met and sufficient improvement IS evident**

- Developed program and schedule based on the Standards
- Consult with EPAC
- Support, guide and assess teacher performance

**If the Standards ARE NOT met and support does NOT result in sufficient improvement**

- Principal discuss concerns with teacher
- Principal to have a conversation with EPAC and provide documented support and evidence

**TEACHER IMPROVEMENT PROCESS**

- **Discuss**
  - Principal discuss concerns with teacher
  - Principal to have a conversation with EPAC and provide documented support and evidence

- **Develop improvement program**
  - Develop program and schedule based on the Standards
  - Consult with EPAC
  - Performance and development process suspended

- **Implement improvement program**

**Outcome**

- Principal to:
  - Assess teaching performance based on evidence
  - Advise teacher of outcome and make recommendation to EPAC

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**Australian Professional Standards for Teachers**

**Performance and Development Framework**

**Accreditation policies and procedures**

**Teaching Standards in Action**

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**Management of Conduct and Performance Guidelines**

**Teacher improvement program procedures**

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