

POLICY: STAFF PERFORMANCE AND DEVELOPMENT



1. PURPOSE

- The Brentwood Park Primary School staff to have access to relevant professional development programs.

2. AIMS

- For each staff member to have a Performance and Development Plan which supports the achievement of the School Strategic Plan.
- To support staff in the development of an individual Performance and Development Plan which takes into consideration the Annual Implementation Plan, as well as personal professional development.
- To provide opportunities for staff to develop skills to enhance their awareness and knowledge of best practice teaching and learning.
- To provide support for staff in implementing DET policies and initiatives.
- To provide opportunities for staff to optimise career opportunities within the school and wider community.
- To provide opportunities for Brentwood Park Primary School staff to participate in professional development activities.

3. IMPLEMENTATION

- The Performance and Development Leader will design an annual performance and development plan which supports the School Strategic Plan and reflects the needs of the staff.
- Personal performance and development plans will be developed early in the year and reviewed mid-year as part of the performance and review process.
- The Performance and Development Leader will support staff by:
 1. Notifying staff of relevant professional development activities available.
 2. Encouraging staff to evaluate and share professional development activities at an appropriate forum.
 3. Sharing expertise and reflecting upon good practice at staff meetings and other whole school forums.
 4. Demonstrating and encouraging a commitment to networking and collegiate support.
- The Leadership Team will coordinate whole school curriculum days.
- The Performance and Development Leader will outsource the provision of professional development activities where appropriate.
- The school community will be informed of the professional development undertaken by staff through School Council Reports and professional development will be entered on the PD tracker each year.

4. EVALUATION

This policy will be reviewed as necessary.

