Australian Teacher Performance and Development Framework

Performance and development is about creating a culture of teacher quality, feedback and growth for all teachers within all schools.

An Australian Framework

A national approach to teacher performance and development will support Australian teachers in their desire to grow and develop and to receive useful feedback on their performance. An Australian Framework ensures all teachers receive effective development opportunities.

Purpose

- improve teacher effectiveness and student outcomes
- ensure all teachers have access to effective, continuous and constructive feedback throughout their careers
- focus all schools on continuous teacher performance appraisal, growth and improvement

Principles of effective performance and development

- focus on student outcomes
- clear understanding of what effective teaching is based on the Standards
- flexibility to respond to local needs
- collective responsibility
- support for teachers and school leaders
- access to quality development opportunities
- monitoring and evaluation of implementation

Elements of the Framework

Supportive school context

- clear purpose
- leadership
- shared understanding of effective teaching
- supportive school culture

Performance and development cycle

- setting objectives
- action and development
- evidence
- feedback, including formal review

Support for implementation

- advice and support
- resources, tools and templates
- stimulus materials and research
- examples of effective practice
- professional learning modules
- web presence
- online communities of practice

aitsl.edu.au performance@aitsl.edu.au

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The Framework will ensure that every teacher, every year, in every school receives regular, appropriate and constructive feedback on their performance, as well as opportunities to identify areas for further development.

Benefits for teachers

- effective, ongoing and constructive feedback on performance
- access to support and development opportunities
- increased collaboration through mentoring and coaching
- increased professional satisfaction
- formal recognition of professional achievements

Access to and participation in:

- relevant professional learning
- targeted career goal setting
- effective reflection and feedback
- school and system wide collaboration
- collegial networks

Benefits for school leaders

- structure to drive teacher and school improvement
- flexibility to align with school improvement goals
- framework for understanding staff capabilities
- development of performance culture
- promotes excellence
- shared discourse on effective teaching to improve educational outcomes for all young Australians
- professional learning opportunities

Timeframes for development and implementation

2012

- research, mapping and analysis of existing practices nationally and internationally
- draft Framework for national consultation – March
- national consultation
- presentation to Education Ministers for endorsement – August

2013

- implementation of the *Australian Teacher Performance and Development Framework* upon endorsement from Ministers

For more information

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performance@aitsl.edu.au

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