# Performance and Development Conversations

## Goal Setting
### Initial goal setting / review meeting

- What do you want to achieve?
- What is important to you right now?
- What areas do you want to work on?
- What do you want to achieve as a result of this PDP?
- What will make you feel this time has been well spent?
- How could you consider faculty/school goals?
- How will this impact on student outcomes?
- Which Standards are aligned to your goal?
- How will you show evidence of this goal in your practice?
- What support/professional learning/resources will you need?

    *Consider a range of formats:*

  - *Online courses (DoE, The Classroom Program, BoSTES, AITSL, QTC providers)*
  - *Face-to-face courses (how will you share/follow up on this professional learning?)*
  - *Social media platforms – networks and groups – ie Yammer*
  - *Team teaching / team programming / cross-curricular initiatives*
  - *Lesson/peer observations (own school and other schools)*
  - *Supervising an intern/prac student or mentoring a new teacher*
  - *Shadowing another teacher/exec/coordinator/team*
  - *New experiences – committee/team member or leader, coordinator, delivering PL to someone else*
  - *Local networks (casual/temp, higher levels, HT)*
  - *Reading and research*
  - *Reflection*

## Follow-up
### Ongoing evaluation, support and self-reflection

- Where are you now in relation to your goal? What's working? What's not?
- On a scale of 1 -10 where are you?
- What has contributed to your success so far? What else do you need?
- Has your goal changed or evolved?
- What skills/knowledge/attributes do you have/have you improved?
- What progress have you made so far?
- What is working well right now?
- What professional learning have you accessed so far?
- What evidence might I see in your daily practice that you are working towards this goal?
- How is your professional learning benefiting and/or impacting on others (teachers and students)?
- How have you taken school planning into account?
- What is required of you now? What is required of others (support)?
- How will you know when your goal has been achieved?