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?