Comment on the professional growth outcomes achieved

Future Focus

Critical Friend’s Comments

PERFORMANCE AND DEVELOPMENT REVIEW
A Focus on Professional Growth

Personal Details
Name:
Record Number:
Classification:
Review Year:
Critical Friend:
Teacher’s Signature: ________________________________________
Critical Friend’s Signature: ________________________________________

- This proforma is to be used by a teacher and critical friend to record discussions about appropriate goals and strategies to be employed to support the professional growth of the teacher concerned.
- The documents are a record of the agreed goals and strategies for improvement developed for the period of Review by the teacher and reviewer. It also contains a record of teacher reflections and recommendations for the next period of Review.
- In some circumstances the Review process may include consideration of the dimensions of teaching and professional standards appropriate to the teacher’s classification level. Documentation of this discussion should be in Box 1.

Unsatisfactory Performance
In cases where there are serious concerns about a teacher’s professional performance, the Principal may direct a teacher to complete their Review according to the dimensions of teaching and professional standards. If a teacher is at risk of not meeting the required standard, the Principal will be responsible for making a decision based on the balance of evidence as to whether the teacher has met the required standards and qualified for an annual increment.
### Professional Project/s

Outline goals and proposed strategies for student and/or teacher improvement e.g. in your classroom

### Feedback on Performance

At least three sets of feedback could include student feedback, student performance, colleague feedback and other data as agreed. Possible approach might include action research methodology or key questions such as:
- What data?
- What purpose?
- What results/conclusions?
- What actions?

### Involvement in Teams Supporting Performance and Development

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<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Team Brief/Focus/Directions</td>
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<tr>
<td>Team strategies to support review</td>
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<td>Teachers role in the team</td>
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### Professional Development Planning

- Professional Development priorities
- Professional Development journal to be completed
- Links to be discussed between PD priorities, Professional Project/s and Data used

### Responsibility / Leadership Position/s

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<thead>
<tr>
<th>Position/s held</th>
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<td>Outline improvement strategies /professional growth areas associated with your responsibility area</td>
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<td>List indicators of improvement or success in the responsibility area</td>
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### Contribution to the Life of the College (optional)