# JPSS ANNUAL OPERATIONAL PLAN -- Leading improvement in teaching (Performance Development/TfEL) 2012

## Priorities:
The two or three key areas for specific focus over the next 12 months, as determined from analysis of learner data and Self Review processes

## Targets:
Agreed, specific targets that clearly indicate what improved outcomes learners will achieve or demonstrate

## Strategies:
The major actions that staff – teachers, SSOs, leaders – commit to do so that learners are supported at classroom level to achieve the Targets

## Evaluation Measures:
The data, evidence, processes and timelines to be used to monitor / measure / evaluate progress towards achievement of the Targets and/or effectiveness of Strategies

| 1. All staff at JPSS are engaged in a professional Performance Development strategy | 100% of staff at JPSS have a Performance Development Plan for 2012  
100% of staff at JPSS have identified at least 3 goals  
100% of staff at JPSS access at least 1 formal meeting/term with their PD manager  
100% of staff at JPSS receive formal written feedback at the end of the year | All staff (teachers/SSO’s) are aligned to a Performance Development Manager  
Clear Performance Development expectations are agreed to and shared with all leaders, teachers and SSO’s  
Performance Development meetings are scheduled regularly on the calendar (1/term)  
Common pro formas for PDP’s, meetings and staff feedback are distributed to all staff  
The Performance Development process is regularly reviewed and modified to meet the needs of all staff | Staff feedback sheets  
-- "parking station" |
| 2. All staff at JPSS are actively using TfEL to improve their teaching practice in the classroom | 100% of staff at JPSS have an understanding of TfEL as a working document to improve teaching and learning  
100% of teachers at JPSS have identified elements of strength and growth  
100% of teachers have at least 1 element of growth as a goal on their PDP  
100% of teachers are involved in an inquiry based approach to successfully achieve this goal | Introduce TfEL to whole staff in week 0 – all staff have copies of TfEL booklet and tools book  
Performance Development process to include professional discussion around TfEL  
As an individual/small group form an inquiry question to focus on improvement over the year in your growth element  
The outcomes of the inquiry based process to be shared with all staff in term 4  
Ensure x2 staff meetings/term are allocated for groups/individuals to work on their Inquiry | Activities – Jigsaw domains to get an overall understanding of TfEL, Triads activity (dots) to identify elements of strength and growth  
Documentation of action plan for inquiry question, including an evaluation document  
Discussion scheduled in PD meeting minutes  
End of year whole staff presentation to include outcomes and evidence |

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| 3. Improve learning outcomes for all students | • 100% students experience success in learning at JPSS  
• 100% students are engaged in their learning at JPSS | • Ensure all staff are involved in a professional Performance Development strategy  
• Ensure all staff are actively using TfEL to improve their teaching practise in the classroom  
• All teachers are using classroom data to evaluate teaching practise and respond to improve learning outcomes for all students | • As above (1 and 2)  
• Student grades  
• Student attendance  
• Student SBM data  
• Student surveys (TfEL) – engagement, etc. |

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