Understanding performance and development …

Higher levels of performance and development have been linked to improved student learning, engagement and wellbeing outcomes. The table below will help align the domains and some elements of the *Performance and Development in Catholic Schools* guide with lead indicators from the staff surveys. These have been identified to help you understand how your school is tracking on specific areas of professional community. The five domains include: Professional Culture, Leadership, Student Outcomes, Professional Knowledge and Practice and Performance and Development Cycle. To find out more about the *Performance and Development in Catholic Schools* guide please visit the following link: <https://sites.google.com/a/vic.catholic.edu.au/padloc/>.

Performance and Growth

Professional Community Domains	Elements	Staff Survey Lead Indicators
Professional Culture *Professional Cultures promote effective teaching and higher levels of student achievement*	• Shared vision of a professional culture • Shared professional norms and values • Collaborative work • Reflective dialogue	• Ownership • Teacher Confidence • Teamwork • Curriculum processes • Parent partnerships • Individual Morale • Individual Distress • School Morale
Leadership *Essential in establishing conditions that support vibrant and productive professional community*	• A clear vision and plan • Building teacher capacity • School improvement • Teacher leadership	• Supportive leadership • Role Clarity • Empowerment
Student Outcomes *A focus on knowing each student well, having expectations for student learning and personalising learning pathways for each student*	• Shared responsibility for the quality of student outcomes	• Student Motivation • Respect for Students • Engaging practice
Professional Knowledge and Practice *The quality of opportunities for students to learn in schools depends mainly on the currency of their teachers' knowledge and skills*	• Teaching standards • Research-based teaching and professional knowledge • Effective modes of professional learning • Workplace site of professional leaning	• Quality Teaching • Professional Growth
Performance and Development Cycle *Action learning, feedback and evidence-based decision-making*	• Reflection and goal-setting • Professional practice and learning • Feedback and Review	• Appraisal & Recognition • School Improvement Focus