



## Exceeding the NQS

### Section 6 - Exceeding – Embedded Practice

#### Assess your practice first.

Read the below description and evaluate it in relation to your practices.

##### Exceeding – Embedded Practice

Our performance review process consistently supports educators and staff to achieve their professional development goals and continually improve practice. For example, our review process is up on the wall for all to see and it's not just an annual review process. It is daily, weekly, and monthly, and the process supports movement of staff into leadership/manager roles, for example, educators to room/group leader roles.

If you are doing similar practices to the example, use the below question to help you write your '**exceeding practice for embedded**' description so you can add it to your QIP or SAT (NSW only).

#### For Exceeding the QIP and Self-Assessment Tool (SAT)

Please discuss how the performance review process consistently supports you and your team to achieve your professional development goals and continually improve your practice.

**If you and your educators need to learn how to achieve exceeding – embedded practice, proceed here and do below.**

The following section outlines the steps to ensure you are exceeding in Embedded Practice. If you have already successfully completed the previous section demonstrating how you are exceeding in Embedded Practice, you do not need to complete this section.

**Look at the words in detail to identify what is exceeding.**

Please discuss how the performance review process consistently supports you and your team to achieve your professional development goals and continually improve your practice.

There are two parts of the question above, here is how we can look at each part.

#### Part 1: How the Performance Review Process

**Consistently Supports You and Your Team to Achieve Your Professional Development Goals:** This part of the question is asking about how the performance review process helps you and your teamwork towards your individual professional development goals. It's about explaining how performance reviews contribute to your growth and learning as educators.

#### Part 2: How the Performance Review Process Helps You Continually Improve Your Practice:

This part is about discussing how the performance review process helps you become better at what you do, how it assists in enhancing your teaching practices, and how it contributes to ongoing improvement in your role as an educator. It's about the impact of performance reviews on your daily work.

It is important to ensure that we make it **very clear how these above concepts have created change in your service.**

Please discuss how the performance review process consistently supports you and your team to achieve your professional development goals and continually improve your practice.

**Goal Setting and Alignment:** During performance reviews, set clear, specific, and measurable professional development goals that align with your team's

#### Week 40, 11-15 December 2023 – 7.2.3 Development of Professionals

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educational objectives. Ensure that these goals are tied to improving teaching practices and child outcomes.

**Feedback and Self-Reflection:** Encourage open and constructive feedback during performance reviews. Discuss successes and areas for improvement with your team members, fostering self-reflection and self-awareness.

**Individualised Development Plans:** Create individualised professional development plans for each team member based on their performance review feedback. These plans should outline actionable steps, timelines, and available resources to support skill enhancement.

**Mentoring and Coaching:** Utilise performance reviews to identify opportunities for mentoring and coaching within the team. Pair experienced educators with those who may need additional support, fostering a culture of peer learning.

**Resource Allocation:** Ensure that resources for professional development, such as time, funding, and access to training, are allocated based on the identified needs and goals discussed during performance reviews.

**Regular Progress Checks:** Schedule regular follow-up meetings throughout the year to check progress on professional development goals. These checkpoints help team members stay on track and provide opportunities for course correction if necessary.

**Celebration of Achievements:** Recognise and celebrate achievements and milestones related to professional development. Acknowledge the hard work and dedication of team members when they make progress or achieve their goals, motivating continued improvement.

**Your turn. Select a point from above and break it down into the subsections.**

Please discuss how the performance review process consistently supports you and your team to achieve your professional development goals?

Please discuss how the performance review process helps you continually improve your practice?

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