

# Principal Class Performance and Development

## SAMPLE PRINCIPAL CLASS PERFORMANCE AND DEVELOPMENT PLAN – Ultranet example

*This Ultranet example is very comprehensive and covers an extensive range of possible actions. It is anticipated that Principals will select the aspects that best suit their school context and individual professional learning needs.*

### School Improvement Focus 1 – 2010/11 Cycle – Attach a copy of your School Strategic Plan/Charter and Annual Implementation Plan (AIP)

Select a Key Improvement Strategy/Significant Project where you will have a hands-on leadership role and which will form the basis for the Professional Learning Focus. Highlight your selection directly onto your AIP or alternatively provide the details below. Also list additional actions which indicate your specific involvement.

<p><b>1</b> <u><a href="#">Key Improvement Strategy/Significant Project</a></u> (Describe the key improvement strategy/significant project and any links to regional or system priorities)</p> <p><b>Ultranet readiness</b></p> <p>To improve learning and teaching including the successful integration of ICT within the Ultranet framework.</p>	
<p><b>Actions</b> (Whole school and individual leadership actions)</p> <p><b>Whole school</b></p> <ul style="list-style-type: none"> <li>• All teaching staff to complete the ePotential – ICT Capability survey and a whole school professional learning plan developed</li> <li>• Leadership raises awareness of Ultranet amongst staff and students</li> <li>• School leadership develops an understanding of Ultranet functionality and the benefits of using the Ultranet</li> <li>• All staff to include an Ultranet learning and teaching goal into their professional development plan</li> <li>• Audit and critically analyse current curriculum planning, resources and delivery for adaption and integration to the Ultranet</li> <li>• Familiarise/train staff in current digital resources and devices</li> <li>• Audit current ICT infrastructure in-line with the Schools ICT Progression Strategy (SIPS) roadmap</li> <li>• Complete the Ultranet School Readiness Checklist</li> </ul> <p><b>Individual</b></p> <ul style="list-style-type: none"> <li>• Successfully communicate the intent of the Ultranet to staff and/or</li> </ul>	<p><u><a href="#">Achievement Milestones</a></u> (Changes in practice and behaviour)</p> <p><b>Whole school</b></p> <ul style="list-style-type: none"> <li>• Staff asking questions and making connections between current practice and the future Ultranet environment</li> <li>• Some recommendations being developed about the learning and teaching resources and curriculum planning units that are quality and which will transfer across to the Ultranet</li> <li>• Greater evidence of ICT and eLearning resources being utilised to support Teaching and Learning</li> <li>• Increased student use of ICT</li> <li>• All surveys and audits completed and actioned</li> </ul> <p><b>Individual</b></p> <ul style="list-style-type: none"> <li>• The staff and school community feeling informed about the Ultranet and they can articulate how it connects to improved learning and teaching and the school strategic plan goals and targets</li> </ul>

the community in order to develop awareness and build commitment			
<ul style="list-style-type: none"><li>Identify lead users and lead an Ultranet team in the school</li></ul>			
<b>Professional Learning Focus 1 – 2010/11 Cycle</b>			
Indicate the Professional Learning required to enhance your leadership skills and support the successful implementation of the above initiative.			
<b>1 What will I do?</b> Insert the relevant <a href="#">domains, capabilities or profile statements</a> from <a href="#">The Developmental Learning Framework for School Leaders</a> that describe the leadership you need to highlight, develop or improve in relation to the above initiative. Include specific skills, knowledge and behaviours.			
<u><b>Domain(s)</b></u>			
<ul style="list-style-type: none"><li>Technical</li><li>Educational</li></ul>			
<u><b>Capabilities</b></u>			
<ul style="list-style-type: none"><li>Thinking and planning strategically</li><li>Aligning resources to achieve desired outcomes</li><li>Shaping pedagogy</li></ul>			
<u><b>Specific knowledge, skills and behaviours</b></u>			
<ul style="list-style-type: none"><li>Develop my awareness of current and effective digital resources and devices</li><li>Demonstrate more effective ICT application at staff meetings and community presentations</li><li>Engage in regular conversations about effective learning and teaching and the successful integration of ICT</li><li>Increase my knowledge and understanding of the Ultranet and its capacity/potential</li></ul>			
<b>How will I do this?</b> What professional learning actions will I undertake to build my own capacity in this area? Refer to <a href="#">Professional Learning in Effective Schools</a> and <a href="#">Learning to Lead Effective Schools</a>		<b>What evidence will I use to measure my progress?</b> What data and achievement milestones (changes in practice and behaviours) will I use to monitor my leadership growth and development? Refer to <a href="#">Summary of Feedback Sources</a>	
<b>Year 1</b>	<ul style="list-style-type: none"><li>Undertake professional reading and attend briefings about the Ultranet</li><li>Investigate and use DEECD on-line resources</li><li>Meet regularly with the Regional Network Leader, leadership team and Ultranet coach</li><li>Work with my Collegiate Group to investigate the implications of the Ultranet, the development of a change management strategy and the effective use of the Ultranet coach</li><li>Undertake Ultranet lead-user training</li></ul>	<b>Year 1</b>	<ul style="list-style-type: none"><li>Personal reflection on my confidence and effective use of ICT</li><li>Anecdotal feedback from staff and the school community about my communication and engagement with them around the Ultranet</li><li>Examples of me modelling good ICT practices</li></ul>
<b>Year 2</b>	<ul style="list-style-type: none"><li>Attend Learning and Teaching and/or ICT conferences</li><li></li></ul>	<b>Year 2</b>	<ul style="list-style-type: none"><li>Increase results on the <i>Creates a quality learning environment</i> variable of the staff opinion –leadership module survey</li><li>Results from the Leadership Framework 360 degree survey – in particular progress in the Technical and Educational</li></ul>

				domains
	Year 3		Year 3	
	Year 4		Year 4	*Further boxes can be added if required