



Why is the element important?

A service reviewed what the NQF Guide said about element 7.2.3 and understood performance evaluations involve:

- review - of position description, philosophy, previous plan, achievements and contributions
- planning and improvement - identifying opportunities, building on strengths, setting clear goals and timelines, professional learning and support strategies.

What could potentially go wrong if educators didn't do the above?

Lack of Role Clarity

Without reviewing position descriptions, educators may become unclear about their roles and responsibilities, leading to confusion, duplication of tasks, or important duties being overlooked.

Missed Professional Development Opportunities

Failure to identify areas for improvement and plan professional learning can result in educators not staying up to date with current practices, reducing the quality of teaching and learning.

Stagnant Growth

If achievements and contributions are not reviewed, educators may feel undervalued or unmotivated, leading to disengagement and a lack of initiative to improve or innovate.

Unaddressed Weaknesses

Without a structured evaluation process, areas of weakness or underperformance may go unnoticed and unaddressed, potentially impacting the quality of care and education provided to children.

Poor Team Dynamics

A lack of regular evaluation and feedback may prevent the resolution of interpersonal issues among educators, leading to strained team relationships and decreased collaboration.

Reduced Goal Achievement

Failure to set clear goals and timelines may result in educators working without direction, decreasing the likelihood of achieving service-wide objectives and individual professional growth.

Inconsistent Quality Across the Service

Without performance reviews, educators' practices may vary significantly, leading to inconsistencies in the quality of care and education experienced by children.

Increased Staff Turnover

If professional support and improvement opportunities are not provided, educators may feel unsupported and seek employment elsewhere, disrupting continuity of staff and relationships with children and families.



It's important for educators to regularly develop plans to improve their practice.

You must practice To address the issues raised in the previous section on the left, look at the following practice examples for guidance.

Regular Review of Position Descriptions

Ensure position descriptions are reviewed annually during performance evaluations. Discuss specific responsibilities to clarify roles, eliminate overlaps, and address gaps in duties.

Establish Professional Development Plans

Create individual professional development plans based on identified strengths and areas for improvement. Link these plans to the service's philosophy and strategic goals, ensuring educators stay updated on best practices.

Recognise and Celebrate Achievements

Include a section in performance reviews to acknowledge educators' achievements and contributions. Celebrate milestones in team meetings or newsletters to boost morale and motivation.

Week 40, 9-13 December 2024 – 7.2.3 Development of Professionals

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Implement Structured Feedback Systems

Use a structured feedback tool that includes peer observations, self-assessments, and supervisor evaluations. This helps identify and address areas of weakness in a constructive and supportive manner.

Facilitate Team Collaboration Workshops

Organise regular workshops or team-building activities to enhance communication, address interpersonal issues, and improve collaborative practices among educators.

Set SMART Goals

Develop specific, measurable, achievable, relevant, and time-bound (SMART) goals during performance evaluations. Align these goals with both individual aspirations and the service’s objectives, providing regular check-ins to track progress.

Create Consistent Quality Standards

Develop a quality assurance framework that all educators adhere to, ensuring consistency in care and education practices. Include mentoring and coaching to support educators in meeting these standards.

Provide Ongoing Support and Retention Strategies

Offer continuous support through mentoring, access to resources, and flexible professional development opportunities. Build a positive workplace culture that values staff contributions to reduce turnover and maintain continuity.

After reading these points, which one(s) do you think you are doing well? Describe your practice in detail so it can go directly into you QIP or SAT (NSW only).

After reading these points, which one(s) do you think you need to work on? Describe how you could improve your practice.