

# Education Queensland and the Queensland Teachers' Union

## **Developing Performance Framework (DPF) joint statement and agreed implementation timelines**

The Department of Education and Training (DET) reinforces its commitment to continued statewide implementation of the *Developing Performance Framework* (DPF) as a positive form of performance management.

The Education Queensland/Queensland Teachers' Union Taskforce has published a [Joint Statement](#) on the *Developing Performance Framework*. This statement highlights agreement between Education Queensland (EQ) and the Queensland Teachers' Union (QTU) for implementation of the framework in all DET schools and other DET workplaces where teachers are employed across the state.

The EQ/QTU Taskforce has also agreed on statewide timelines for implementation of the framework. Key timelines are:

### **In 2010**

- All Principals have a Developing Performance plan in place with their Executive Directors School Improvement
- All schools have an implementation plan that has been negotiated with staff (i.e. agreed through the Local Consultative Committee). Please note paragraph 6 from the Joint Statement: *"Unlike traditional supervisory models of individual performance appraisal, the framework supports group, team, collegial and mentoring approaches to the process of developing performance. These approaches are recommended because they offer the desirable outcome of schools and teachers operating in a collegial manner to share responsibility and build a culture of supported professionalism."*

### **By December 2010**

- All employees are familiar with the Developing Performance process.
- All *Developing Performance Framework* Team Leaders have a Developing Performance plan in place

### **By December 2011**

- All Principals and Team Leaders are engaging in Developing Performance conversations with all staff
- All teachers have engaged in a Developing Performance conversation and have a Developing Performance plan in place for 2012

### **By December 2012**

- All employees have engaged in a full cycle (4 phases) of the Developing Performance process
- All teachers are able to meet QCT registration requirements as a result of their engagement with the Developing Performance Framework.

Principals can seek advice on implementation of the framework in their schools through their Executive Directors School Improvement or the QTU. The 2010 certified agreement requires appropriate induction for all participants. The QTU and the Department are continuing to work on further resources that support implementation.

For further information and resources to support implementation, visit the [Developing Performance Framework](#) website or contact the Workforce Capability & Performance Unit on 32370039.

August 2010

Trim No. 10/208324



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