

The development function checklist

The aims of this function are to assist the development of:

- teacher's professional competence
- an appreciation and assessment of the staff member's knowledge base, skills, and individual contribution to the school
- an understanding of each staff member's value base in relation to the 'social graces' (e.g. gender, gender identity, race, religion, age, ability, culture, experience, sexuality etc) and its impact on their work
- an understanding of the staff member's preferred learning style and blocks to learning
- an awareness of the staff member's training and development needs and how they can be met
- the staff member's capacity to set professional goals
- access to professional consultation in areas outside the supervisor's knowledge/experience
- the staff member's ability to reflect on their work and interactions with students, parents, peers and other agencies
- regular and constructive feedback to the staff member on all aspects of their performance
- the staff member's ability to generalise learning and to increase their commitment and capacity to ongoing professional development
- the staff member's capacity for self-appraisal, and the ability to learn constructively from significant experiences or difficulties
- a relationship in which the staff member provides constructive feedback to the supervisor and both can learn.