The AISSA has recently seconded **Mary Pickett** from Westminster (Director of Staff Development), to the role of Advisor for 2013, to offer Principals in-school advice and support with leading the implementation in schools of the essential elements of the *Australian Teacher Performance and Development Framework* (AITSL).

Key goals of this Framework for schools are to:

- create a School wide culture of performance and development that gives every teacher in every school the opportunity to reflect on their teaching, set performance and development goals as well as the support to grow and develop as a professional
- develop a shared understanding that improving teaching is a powerful means of improving student outcomes and a commitment to continual improvement and excellence
- build on established processes (or develop new ones) in order to provide every teacher every year with regular, appropriate and constructive feedback
- develop a clear understanding of what effective teaching looks like within the context of the school, applying the common language of the *Australian Professional Standards for Teachers*
- provide high quality and relevant professional learning that is focused on improving student outcomes and building teaching capacity
- provide an improved approach to performance and development which will assist teachers to assess their readiness for certification as Highly Accomplished or Lead teachers and provide evidence to support their application

Mary will also be involved in the implementation of the *Certification Process for Highly Accomplished and Lead Teachers* (under the National Partnership Agreement, ‘Rewards for Great Teachers’) in participating Independent Schools.

Mary is an experienced educator having taught in three SA Independent Schools after starting her career in the SA Education Department. Mary was Head of Middle School at Pulteney Grammar for 7 years and her career encompasses teaching at the primary, middle and secondary levels, as well as tertiary.

Mary can be contacted at AISSA **pickettm@ais.sa.edu.au**