The Department of Education and Training (DET) and the Queensland Teachers’ Union (QTU) are committed to promoting the professionalism and performance of all DET employees. The parties acknowledge that since 2007, significant outcomes have been achieved in many schools across Queensland through implementation of the Developing Performance Framework.

In implementing the framework, careful consideration is given to preparing all staff for engagement with the Developing Performance process. Induction to the process is a critical component of this preparation.

The Department and the QTU have agreed on what constitutes induction to the Developing Performance Framework in schools. Induction should include:

- Presentation of the Developing Performance Framework Information Session (PowerPoint) to school staff. This includes providing an overview of the process and support resources.
- Staff negotiation on the implementation approach, including team structures to be adopted, collegial, supervisory or a combination of both.
- Agreement on the implementation approach through the Local Consultative Committee, or in accordance with the Consultative Processes for Small Schools.

The EQ/QTU joint statement on the Developing Performance Framework [March 2010] states “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.”

A range of resources have been developed to support schools in providing induction for staff in the Developing Performance Framework. Schools customise their induction processes to support staff in the most appropriate manner for their context.

The resources available to support induction processes include:

- Developing Performance Framework website

- Developing Performance Framework Information Session (PowerPoint)

- Developing Performance – An implementation guide for schools

- Developing Performance – conversation and plan template

- Developing Performance – a step-by-step guide to the Developing Performance conversation and plan template for school staff

- Developing Performance Framework: Building Team Leader Capability online course

The Department and the QTU reinforce the intent of the framework as a process to promote and maintain a culture where all employees are supported to engage in positive conversations about their performance and capability development.