*Student Achievement pertains to all students, but there is a particular focus on lifting the outcomes for priority learning groups including Māori learners, Pasifika learners, learners from low socio-economic backgrounds, and learners with special needs.*

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**Fig 2: The process for developing a professional learning and development plan**

- **Identify professional learning needs**
- **Set professional learning goals**
- **Select learning opportunities to support professional learning goals**
- **Evaluate practice outcomes as a result of learning**
- **Agree learning priorities with board**
- **Use priorities, goals and selected opportunities to prepare a formal proposal for discussion with the board**
- **Discuss with board, peers, or support advisors**
- **Prepare a Professional Learning Summary to present your learnings to the board and agreed stakeholders**
- **Regularly review your professional learning activities and adjust if necessary.**
- **Gather evidence of how your learning has changed your professional practice and the impact it has had on student achievement, in particular priority learner groups.**
- **Prepare a summary of learning for your board and/or other school stakeholders.**
- **Link chosen learning areas to outcomes for the school**
- **Set goals for each learning area that demonstrate the impact/benefits to the school and learners, particularly Māori, Pasifika, learners from low socio-economic backgrounds and those with special needs.**
- **Link chosen learning areas to your personal career progression.**

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- Self reflection process to identify current professional learning and development needs
- Using feedback and other forms of hard data to support your choices
- Identify 1-2 specific learning areas that you would like to focus on in this performance period.
- **Prepare a Professional Learning Summary to present your learnings to the board and agreed stakeholders**
- **Regularly review your professional learning activities and adjust if necessary.**
- **Gather evidence of how your learning has changed your professional practice and the impact it has had on student achievement, in particular priority learner groups.**
- **Prepare a summary of learning for your board and/or other school stakeholders.**
- **Identify a range of opportunities directly related to gaining the skills/experience or knowledge you seek.**
- **Choose specific opportunities that will best help you achieve your learning or development goals (ideally 1 - 2).**