



Teacher Appraisal Policy

Goal:

To provide an effective, equitable and ethical method of teacher appraisal, consistent with the criteria published by the Teaching Council of New Zealand.

Statement:

The appraisal process involves evidence-based teacher inquiry demonstrating adherence to the certification criteria published by the Teaching Council of New Zealand.

Procedure:

1. All teachers are required to participate in the appraisal process.
2. Appraisals are reviewed annually.
3. Appraisals will be closely linked to the 'Practising Teacher Criteria' as specified by the Teaching Council of New Zealand.
4. The Supervisor will be responsible for initiating the appraisal process.
5. Appraisal accountability will be with either the Supervisor or another peer in the Centre.
6. The Supervisor will prepare an overall appraisal performance record, which summarises the main points of each teacher's appraisal.
7. The outcome of the appraisal will provide direction for planning professional development for the coming year.
8. Each teacher will retain their own appraisal documentation.
9. Teachers will retain the appraisal document, and only the final summary page will be copied for centre records. This will ensure confidentiality for teachers.

10. Teachers are required to provide evidence over a 12 month period that shows how they meet all of the required teaching standards.

This policy will be reviewed as per the policy review schedule.

Date: 24 September 2019