

PERFORMANCE MANAGEMENT TO APPRAISAL

**A brief overview for Deputy and
Assistant Headteachers**

May 31st 2012

BACKGROUND

- **The current School Teacher Performance Management regulations (2006) apply up to 31st August 2012**
- **The School Teachers' Appraisal Regulations (2012) apply from September 1st 2012**
- **There are no statutory performance management/appraisal regulations for non-teaching staff**
- **These regulations do not apply in Free Schools, Academies and Independent Schools**
- **The regulations apply to all teachers working for a term or more in a school, including Headteachers**
- **NQTs are not subject to these arrangements**
- **Teachers on capability are not subject to these arrangements**

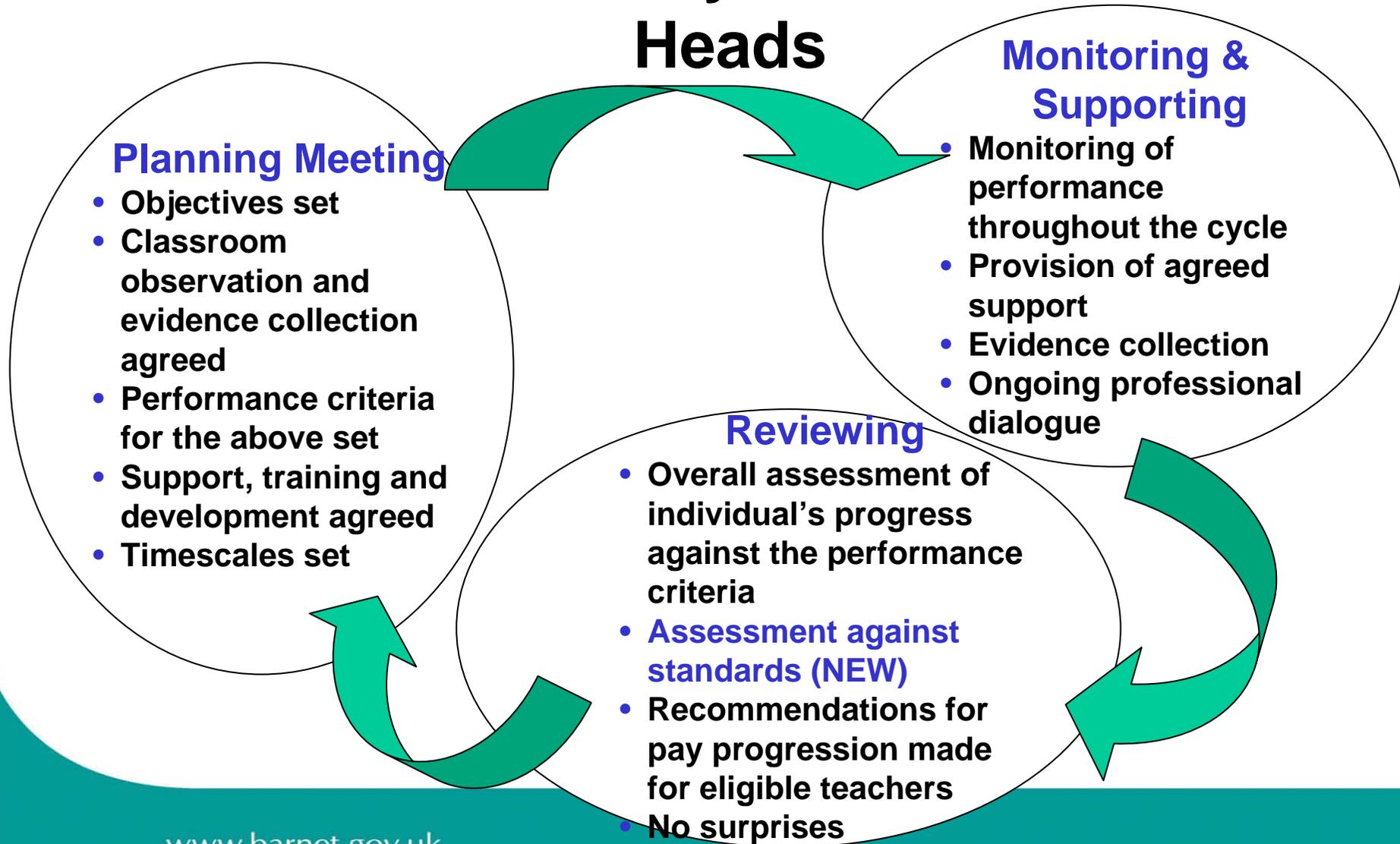
What's to be done

- **New professional standards for teachers are to be introduced from September 2012**
- **Governing bodies are to have a written document (school policy) setting out the appraisal process**
- **Objectives are to be set for each teacher which, if achieved, contribute to improving the education of pupils**

Appraisal

- **Each teacher is to have an annual appraisal, to include:**
 - **an assessment of the performance of their role against their objectives and the relevant standards**
 - **an assessment of their training and development needs and identification of the action that will be taken to address them**
 - **where relevant, a recommendation on pay**
 - **a written appraisal report**
- **Governing bodies and local authorities will be free to make their own decisions about all other appraisal matters.**

The current PM cycle for teachers & Heads



Part 1 NEW TEACHING STANDARDS

- 1. Set high expectations which inspire, motivate and challenge pupils**
- 2. Promote good progress and outcomes by pupils**
- 3. Demonstrate good subject and curriculum knowledge**
- 4. Plan and teach well structured lessons**
- 5. Adapt teaching to respond to the strengths and needs of all pupils**
- 6. Make accurate and productive use of assessment**
- 7. Manage behaviour effectively to ensure a good and safe learning environment**
- 8. Fulfil wider professional responsibilities**

Part 2 PERSONAL AND PROFESSIONAL CONDUCT STANDARDS

- **Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school**
- **Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.**
- **Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.**