	Name of School	NEW WOODLANDS SCHOOL
	Policy review Date	Autumn 25
	Date of next Review	Autumn 26
	Who reviewed this policy?	Governors

NEW WOODLANDS SCHOOL

APPRAISAL REQUIREMENTS

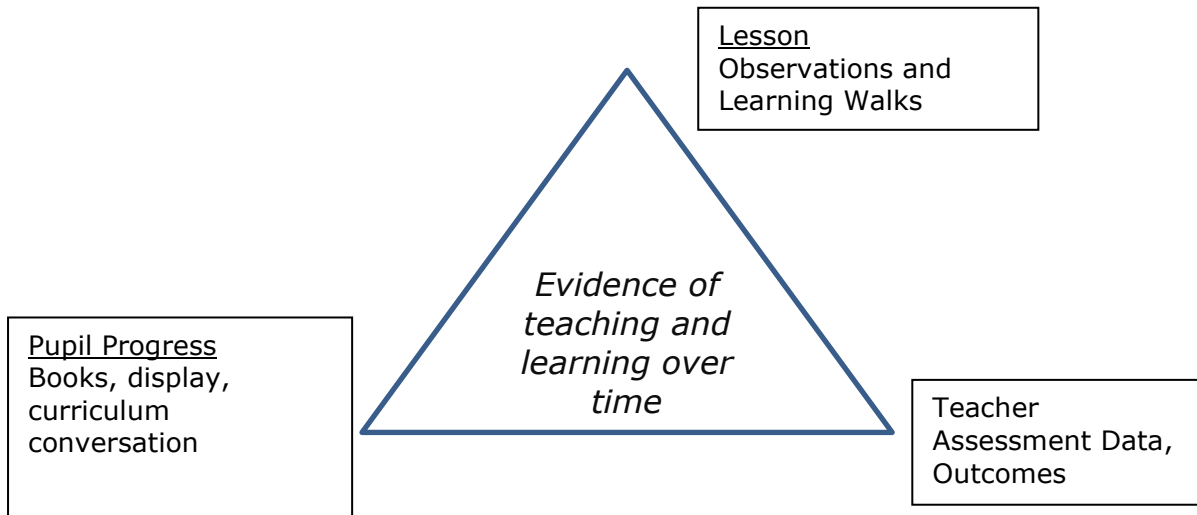
At New Woodlands School the appraisal process depends upon two elements: Performance Management Targets and Teaching and Learning judgements.

Performance Management Targets are set during a formal meeting in the Autumn term. At most, teachers will have 3 targets to meet, although this will be reduced in line with the number of days a teacher works at New Woodlands School. The targets are reviewed at another formal meeting in the summer / autumn term, where it will be agreed if they have met each of the targets.

During the year there will be mid-year review of the Performance Management Targets. Teachers/Appraisers can also request further meetings with their appraiser/teacher in order to ensure that each person is kept informed about the progress being made towards Performance Management Targets.

The Headteacher is responsible for quality assuring the Performance Management process and ensuring that the targets set are consistently applied to teachers working at the same scale point and that there is also consistency during the review process.

Teaching and Learning judgements are generated at the end of the termly Lesson Observation process (see Monitoring Cycle). These judgements are an overall judgement of teaching and learning over time that triangulate the evidence of teaching and learning on that day (i.e. the lesson observed), evidence of pupil progress (e.g. from the books, classroom environment and quality of speaking and listening) and teacher assessment data.



These three areas of evidence do not have equal weighting, the evidence of pupil progress has the greatest weighting. Teacher Assessment Data is often used when judgements are borderline between two grades.

Progression on the leadership scale continues to be dependent on the employee meeting their Performance Management Targets.