



POLICY: Rangitikei College Board of Trustees

## Staff Appraisal Policy

### Rationale

All staff shall participate annually in an appraisal process in order to recognise and develop staff skills, knowledge, training and contributions to the school in ways that maximises learning outcomes for students.

It is expected that appraisal will provide a supportive framework for personal professional development as well as meet statutory requirements.

### Guidelines

1. All teachers and support staff will be appraised annually.
2. All teachers will be appraised using the *Standards of the Teaching Profession* and the *Tataiako* competencies, and be expected to set annual goals for development, some of which may be determined by the senior leadership team as derived from the Annual Plan or school strategic priorities.
3. Appraisal of teaching staff will aim to encourage reflective practice, identify next steps and to recognise good practice. 'Teaching as inquiry' is well suited to achieving these outcomes.
4. The principal's appraisal and Annual Performance Agreement is the responsibility of the Board of Trustees. However, they more engage the services of an external person to undertake this.
5. Support staff will be appraised in a manner that is most appropriate to their role, and, in most circumstances, by the person they are immediately responsible to.

Chairperson: \_\_\_\_\_

Date: \_\_\_\_\_

Next review date: July 2021

### ASSOCIATED PROCEDURES AND DOCUMENTS:

1. Teacher Appraisal Procedures
2. Support Staff Appraisal Procedures

*(NB: Procedures are developed as part of school management. The Board of Trustees will be informed of the development or revision of procedures derived from Board policies by the Principal. For some especially significant procedures, these will be presented to the Board in full)*