

Appraisal_Appraisal Lead Practitioner

Record Date: 21/09/2020 Status: New

Owner List	Lamb; Chris (CL)
Faculty/Subject/Staff	Faculty: Appraisal Subject: --- Staff: ---

Appraisal Objective 1: Student Progress

In the current academic year progress for the agreed class(es) is at least in line with the expected rate of progress of pupils with the same starting points.

Outcome:

Comments:

Appraisal Objective 2: Teaching and Learning

In the current academic year I will continue to improve the quality of Teaching and Learning and its consistency across the College.

Outcome:

Comments:

Appraisal Objective 3: CPD (Lead Practitioners)

In the current academic year I will continue to make a positive contribution to the wider life and ethos of the school by leading a Professional Learning Community (PLC), putting existing research into practice in order to have a positive impact on pupils' outcomes throughout the College.

Outcome:

Comments:

Appraisal Objective 4: Leadership & Management LPs

Eliminate any teaching which is not yet good.

Outcome:

Comments:

Criteria Appendix

Appraisal Objective 1: Student Progress

Not started - Not started:

No progress made towards meeting the success criteria

In Progress - In Progress:

Working towards meeting the success criteria

Achieved - Achieved:

• Achieve Teacher Standards (TS) or enhanced post-threshold standards if applicable. • Achieve Career Stage Expectations • Be accountable for students' attainment, progress and outcomes (TS2) • Progress is at least in line with the expected rate of progress of pupils with the same starting points • Be aware of student capabilities and their prior knowledge, and plan teaching to build on these (TS2) • Guide students to reflect upon the progress they have made and their emerging needs (TS2) • Use appropriate assessment techniques both formative and summative to inform students' progress (TS6) • Use Pupil Tracker to monitor individual and group progress • Devise and implement intervention strategies to tackle underachievement • Informed the Head of Department of such interventions strategies and work in collaboration with the rest of the department to raise standards • Give due consideration to the obligation to contribute to the spiritual, moral and social development of each student in the context of the school

Appraisal Objective 2: Teaching and Learning

Not started - Not started:

No progress made towards meeting the success criteria

In Progress - In Progress:

Working towards meeting the success criteria

Achieved - Achieved:

• Achieve Teacher Standards (TS) or enhanced post-Threshold standards if applicable. • Achieve Career Stage Expectations • Set high expectations which inspire, motivate and challenge students (TS1) • Plan and teach well-structured lessons (TS4) • Adapt teaching to respond to the strengths and needs of all students (TS5) • Make accurate and productive use of assessment (TS6) • Manage behaviour effectively to ensure a good and safe learning environment (TS7)

Appraisal Objective 3: CPD (Lead Practitioners)

Not started - Not started:

No progress made towards meeting the success criteria

In Progress - In Progress:

Working towards meeting the success criteria

Achieved - Achieved:

• Achieve Teacher Standards and enhanced post-threshold standards • Take responsibility for improving teaching and learning by delivering appropriate professional development • Achieve Career Stage expectations • Engage in research / existing good practice on up to 3 different areas identified • Ensure that CPD delivered matches the identified needs of the College • Lead training and evaluation sessions • Enable colleagues to engage in action planning and reviewing • Observe colleagues and be observed to share good practice • Coach trio members to ensure a positive impact on teaching and learning • Share good practice and enable others to share good practice • Report on the impact of each session on teaching and learning

Appraisal Objective 4: Leadership & Management LPs

Not started - Not started:

No progress made towards meeting success criteria

In Progress - In Progress:

Working towards meeting success criteria

Achieved - Achieved:

• supporting a designated department • writing and then implementing an action plan in collaboration with the Head of Department / Faculty with clear, measurable impact. • supporting the HoD / HoF to carry out their role successfully • observing colleagues and being observed to enable the sharing of good practice • sharing good practice in written feedback • enabling colleagues to observe each other (using IRIS where suitable) • encouraging colleagues to reflect on their own teaching and enabling colleagues to make improvements • supporting colleagues to ensure a consistent approach to behaviour for learning • ensuring a consistent approach to College policies