

**Performance Management Appraisal**

**School:**

**Name of Reviewee:**

**Name of Reviewer:**

**Date of Review:**

**Setting objectives for 2017-2018**

***Version 2: September 2017***

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| **Objective 1- Whole School** | **Success Criteria** | **Strategies to fulfil criteria** |
|  |  |   |
| **CYCLE 1: Evidence from interim review** | **CYCLE 2: Evidence from Interim review** | **CYCLE 3: Evidence from Interim review** |
|  |  |  |
| **Final Statement: Has this objective has been achieved? -** *(Comments from the individual being appraised & from the line manager/ appraiser).* |

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| **Objective 2 – Personal – Teaching & Learning** | **Success Criteria** | **Strategies to fulfil criteria** |
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| **CYCLE 1: Evidence from interim review** | **CYCLE 2: Evidence from Interim review** | **CYCLE 3: Evidence from Interim review** |
|  |   |  |
| **Final Statement: Has this objective has been achieved? -** *(Comments from the individual being appraised & from the line manager/ appraiser).* |

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| **Objective 3 – Wider Professional Effectiveness** | **Success Criteria** | **Strategies to fulfil criteria** |
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| **CYCLE 1: Evidence from interim review** | **CYCLE 2: Evidence from Interim review** | **CYCLE 3: Evidence from Interim review** |
|  |  |  |
| **Final Statement: Has this objective has been achieved? -** *(Comments from the individual being appraised & from the line manager/ appraiser).* |

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| **SUMMARY INFORMATION IN RELATION TO OTHER OUTCOMES/ACHIEVEMENTS 2017/18** |
| 1 | What have been your particular strengths during the year (e.g. your skills, attitudes or attributes)? |  |
| 2 | Is there anything else you feel you have achieved over the past year/is there anything that you have achieved that you are particularly proud of? (e.g. a specific piece of work, overcoming a challenge, or achieving a particular standard) |  |
| 3 | Is there anything you could have done better or differently that would have improved your performance? (e.g. a specific piece of work, your attitude towards a colleague, or your time keeping) |  |
| 4 | Are there any barriers to you achieving high performance in your role? (e.g. training, workload, or equipment) |  |
| 5 | How do you feel your performance has contributed to the performance of the academy/trust? (e.g. consistency of service, improved process, or indirectly supported teaching and learning/pupil outcomes) |  |
| 6 | What are your ambitions moving forward and what do you feel you need to achieve these? |  |

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| **OVERVIEW OF PERFORMANCE MANAGEMENT REVIEW FINDINGS 2017/18** |
| **Comments from the Individual being appraised:** |
| **Comments from the Line Manager/Appraiser:** |
| **Taking account of the full range of evidence in relation to the Performance Management Objectives it is agreed that the Objectives for 2017/18 have been** MET/PARTIALLY MET/NOT MEET/EXCEEDED |
| **The reviewee is eligible for consideration for pay progression for:** * Main scale progression (M1 to M6)
* Upper Pay Spine progression
* Leadership Group Spine progression
 | **Pay progression recommendation, taking into account the relevant criteria within STPCD and the Trust Pay Policy:*** **Either:** Based on the outcomes of the performance review, pay progression on the relevant spine **is recommended**
* **Or:** Based on the outcomes of the performance review, pay progression on the relevant spine **is not recommended**
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| **Signed: Date:***(Teacher)***Signed: Date:***(Line Manager/Performance Manager)* |