

Ross Intermediate School

TE KURA WAENGA O ROSS

POLICY STATEMENT - DRAFT

3.3 Policy – Appraisal

Rationale:

The performance of Teachers is a key contributor to the effectiveness of a school. Effective appraisal will encourage teachers to grow both professionally and personally through self-reflection, constructive feedback, accountability and professional development.

Principles:

1. The Board will at all times act as a good employer and in accordance with all relevant legal requirements.
2. The Board will make appropriate budget provisions to ensure outcomes required of this policy are met.
3. The Board will delegate to the Principal responsibility for the appraisal process. The Principal may in turn, in consultation with the teacher, engage a consultant to assist with the process.
4. The appraisal process shall be completed on a twelve monthly cycle, beginning in term four each year or on appointment.
5. All aspects of the appraisal will remain confidential between the Principal, the teacher and any person engaged under clause three above.
6. In the event of a dispute, an independent arbitrator mutually agreed upon by both parties will be appointed to seek resolution.

References:

Staff Appraisal/PD Guide (July 2011)

RATIFIED:

CHAIRPERSON