**The Focus of Teacher Appraisal 2016-17**

All staff at Holly Park undergo annual appraisal, this includes office staff, site manager, teaching assistants, Headteacher etc

Appraisal is linked with first our SEF and then more directly with our school improvement plan, particularly the appraisal of teaching staff.

All class teachers have a minimum of three targets. SMT and key leaders have four targets.

Targets are set at the start of every Autumn term and are reviewed in July each year.

Appraisal is linked to pay progression.

**In 2016-17 the targets are:**

 **Pupil Progress Target EYFS Nursery**

To develop better pencil grip and control

**Pupil Progress Target EYFS Reception**

Improve profile scores in Personal, Social and Emotional Development from those of 2016

**Pupil Progress Target KS1 Year 1**

Improve phonics scores at Y1 to be more in line with National

**Pupil Progress Target KS1 Year 2**

Improve Reading results at KS1

**Pupil Progress Target KS2**

Ensure that maths lessons are at the correct pitch and expectation for the year group and are based on mastery

**Whole School Improvement Target KS1**

Provide effective adult led learning opportunities in the outdoor environment

**Whole School Improvement Target KS1**

Ensure that grammar and punctuation teaching is reflected in written work

**Whole School Improvement Target KS2**

Ensure coverage of the spelling curriculum across the year group

**Professional Development**

These are individual to each member of staff