**The Focus of Teacher Appraisal 2018-19**

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 2018-19 the targets are:**

**Pupil Progress Target EYFS**

Ensure that the majority of pupils make good or better progress from their starting points (this year) in number

**Pupil Progress Target KS1 & KS2**

Ensure that the majority of pupils make good or better progress from their starting points (this year) in maths

**Whole School Improvement Target EYFS**

To ensure that practice of continuous provision is the best it can be

**Whole School Improvement Target KS1 & KS2**

To use, plan and teach the appropriate year group skills in art, geography and history in order to provide skill progression across the school.

**Professional Development**

As a subject/key leader to have good knowledge at the end of each term of the attainment of pupils in the subject