**The Focus of Teacher Appraisal 2019-20**

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 2019-20 the targets are:**

**Pupil Progress Target EYFS**

Ensure that the majority of pupils who are identified as working at exceeding (above age related expectations) at baseline remain exceeding at the end of EYFS

**Pupil Progress Target KS1**

Ensure that pupils who have already been identified as working at Greater Depth in writing in the EYFS remain at Greater Depth

**Pupil Progress Target KS2**

Ensure that pupils who have already been identified as working at Greater Depth in writing in the EYFS and/or end of KS1 remain at Greater Depth

**Whole School Improvement Target**

To ensure that the curriculum across all subject areas is vocabulary rich

**Professional Development**

As a subject leader - Ensure that the subject area has a clear curriculum intent that fits with the whole school curriculum intent, is shared with all teachers and is evident in practice