**The Focus of Teacher Appraisal 2020-21**

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 2020-21 the targets are:**

Targets for teachers were:

* Given pupils starting points in the Autumn term 2020, from your own audit information at the start of the year, focus on 6 pupils who are underachieving in reading/maths at this point (compared to their teacher assessment in March 2020) so that they achieve their 2020/21 target at the end of the year
* To provide quality first teaching in all areas of the curriculum by using the key principles of Rosenshine’s Principles of instruction & AFL to ensure that learning is embedded and children know more and remember more.
* To apply the behaviour strategy tools that we have introduced at Holly Park in your class to improve low-level behaviour issues both inside and outside of the classroom.