



Professional Development Pathway

Professional Growth & Appraisal

Overview

Appraisal Framework:

Intent: Greensand schools will develop a workforce that is supported and challenged, ensuring they have the required skills needed to carry out their role, continually improve performance, develop careers and improve the outcomes for all our children.

Guiding Principles:

Wellbeing: Wellbeing needs are focused on the six primary causes of work-related stress: demands, control, support, relationships, roles and change.

Professional Standards: Professional standards are assessed through Appraisal thresholds:

- Acceptable attendance.
- Competency against job description.
- Good professional behaviours.

Professional Learning: Professional Learning is assessed through the Appraisal thresholds:

- Engagement in Growth procedures.
- Engagement in own professional development.

Career Progression: Career progression conversations identify aspirations and opportunities to develop within the Trust. Professional development pathways sign post career progression and provide clarity and support.

This will be achieved through:

Flexibility: An agile, ongoing approach that has a rigorous framework but is flexible in its application to support the workforce across different Trust domains.

Appraisee facing: Dialogistic and coaching centered approach. Appraisees will be part of the conversation rather than it be out of their control.

Clear objectives: Clear, granular professional learning steps will be set with concrete milestones that form the basis of conversation about progress.

Feedback-Rich Dialogue: Feedback is rich, frequent and focused on Wellbeing, Professional Standards and Professional Learning and career progression.

Wellbeing discussions: Will be stimulated by employee self-assessment. Allowing for a conversation led by the appraisee's responses and facilitated by the appraiser.

Priority: Appraisal is an integral part of school culture and gives status and exposure to staff development and performance.

Time: Time is built into the school calendar for three termly cycle meetings across the year.

Transparent expectations: Employees will have clarity in appraisal procedures, up-to-date job descriptions of their role and current professional learning steps and milestones.

Sense of belonging: Employees feel valued and integral to the success of the organisation through timely and developmental dialogue that has a direct impact on children.

This will be supported by:

Mentoring/Coaching: Employees have three cycles over the academic year to ensure that Wellbeing, Professional Standards, Professional Learning and Career progression is being systematically reviewed and adjusted.

Effective professional development: We provide evidence informed professional development and training that will support appraiser precision and confidence in appraisal facilitation.

Appraisal 2024/25

- Appraisal Framework with Guiding Principles and updated policy.
- Clear, consistent assessment and feedback of the overall performance of all employees and support for their professional development.
- All employees are entitled to three appraisal meetings (one per term) September – August.
- Appraisee-centered appraisal system.
- Balance of accountability (Thresholds) and Growth.
- Thresholds of accountability:



- Competency
 - Professional Behaviours
 - Attendance
 - Engagement in Professional Growth.
- A flexible Growth model, in line with Trust guiding principles but allows individual school autonomy.
 - Off the shelf documentation available to support appraisal process.
 - Wellbeing integral to appraisal.
 - Career progression integral to growth process.

For further information about Professional Growth and Appraisal processes or entitlement please speak to your Headteacher or Professional Growth/Appraisal Senior Leader

