

Professional Growth Cycle for Teachers

Following the removal of performance appraisal, participation in a professional growth cycle designed using the elements below is required for all teachers from 1 February 2021.

Preamble:

The *Code of Professional Responsibility Ngā Tikanga Matatika mō te Haepapa Ngaiotanga* outlines the high standards of ethical behaviour expected of every teacher. This also influences the way in which the Standards for the *Teaching Profession (Standards)* or *Ngā Paerewa mō te Umanga Whakaakoranga (Paerewa)* are understood and enacted within teacher practice in each context.

Elements:

- a. **Principals and professional leaders** will facilitate a common understanding of the *Standards or Paerewa* in their own context and what meeting and using them in their practice looks like (Not annually but once in place revisit from time to time and with new teachers to the setting).
- b. **Principals and professional leaders** will design with teachers an annual cycle of professional growth in their setting, using the *Standards or Paerewa* and support teachers to engage in it, fostering an environment for inclusive, collaborative teacher learning.
- c. **Every teacher** will engage in professional learning using the *Standards or Paerewa* to advance their understanding of the relationship between their professional practice and outcomes for learners
- d. **Every teacher** will be given the opportunity to discuss and receive feedback on their practice including observation, particularly for teachers holding Tōmua practising certificates (provisionally certificated teachers).
- e. **Principals and professional leaders** will confirm annually that each teacher has participated in the annual cycle and will also provide a statement to the teacher about whether they meet (Tūturu: Full Practising Certificate) or likely to meet (Pūmau: Subject to Confirmation) the *Standards or Paerewa* (but with no requirement to create evidential documents).¹

OR

- f. If in the **Principal or professional leader's** judgment the teacher does not currently meet the *Standards or Paerewa*, they will discuss that with the teacher and provide support to enable improvement and if sufficient progress is not made, they may commence formal performance management processes outlined in employment agreements. Note that in these situations the Council's registration and certification policy will set out the expectations for the endorsement of a practising certificate renewal.

¹ There will be documentation in each setting that provides visibility of the process for participation in the professional growth cycle for teachers.

