

Creating a Professional Growth Cycle within everyday Teaching Practice



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.

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.

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.

e. Principals and professional leaders will confirm annually that each teacher has participated in the cycle and provide a statement to the teacher about whether they meet the *Standards or Paerewa*.

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.