Requirements for the Appraisal of Teachers

Teachers’ Appraisal

The interim registration policy of the Education Council of Aotearoa New Zealand states that anyone in a teaching position in a school in the general education system must hold a current practising certificate.

To be issued with or to renew a current practising certificate teachers need to be appraised annually using the Standards for the Teaching Profession.

The appraisal process should also address the Professional Standards (PS) where there is a collective agreement in place as for primary, secondary and some teachers in ECE services. The Council’s matrices that align the sets of standards make this possible. The PPTA document Appraisal using the Standards and Criteria (April 2016) links the collective agreement requirements for attestation and teacher competence. It outlines the considerations for safeguarding processes and participants to be taken account of in the common practice of centring appraisal and attestation on the Standards for the Teaching Profession. NZEI also indicates how this can occur through the inclusion on their website of an PS/PTC matrix.

The Education Council requires an annual appraisal summary report to be completed for each teacher. An example of the summary report is available along with other resources the Education Council website http://educationcouncil.org.nz/appraisal The report format illustrates the types of evidence it is expected will be used to inform the appraisal processes. This documentation includes observations and feedback, appraisal conversations with feedback. The report’s content and structure indicates that the teacher has participated in a robust performance review/appraisal process.

As part of the appraisal audit and moderation function undertaken on behalf of the Education Council of Aotearoa New Zealand, the Education Review Office (ERO) reviewers will view the appraisal summary report for each teacher who has had an application for practising certificate endorsed in the preceding twelve months, when they undertake their regular review of the school. More information about this process can be found at http://www.ero.govt.nz/how-ero-reviews/education-council-audit/

In summary:

- anyone in a teaching position must hold a current practising certificate
- to be issued with or to renew a current practising certificate teachers need to be annually appraised using the Standards for the Teaching Profession
- teachers must be appraised in relation to the relevant PS from the collective agreements and each of the Standards for the Teaching Profession
- evidence used within the appraisal should align to the goals or inquiry and the school’s /kura/centre’s indicators of the Standards for the Teaching Profession

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The Standards for the Teaching Profession may be used in place of the Practicing Teacher Criteria (PTC) in appraisal from July 2017. Required use is from January 2018.
• an annual appraisal summary report will be completed stating whether the teacher’s practice meets each of the standards or criteria.