Appraisal Components

**Appraisal Report**
- Overall evaluative judgements/statements
- Key strengths
- Next steps/concerns
- PLD/support to be provided

**Performance Management**
- Renewal of Practising Certificate
- Appraisal linked to learner outcomes - Annual for teacher professional learning development
- Attestation - Annual for pay progression
- Alignment to Tātaiako

**Appraisal Discussions**
- Co-constructed
- Interpreting evidence using PTC
- Affirmation
- Feedback
- Next steps/concerns

**Evidence Curated (learning portfolio)**
- Teaching as Inquiry
- Observations/feedback
- Evidence of learning (teachers & students & children)
- Range of sources
- Range of perspectives
- Informal feedback
- Contribution to setting
- Feedback from staff

**Process**
- Criteria understood
- Indicators of success identified
- Goal setting
- Timeframes & actions identified
- PLD/support to be provided