

31 July 2020

Kia ora

Letter to professional leaders on removing appraisal requirements

Removing appraisal

As you know, in August 2019 NZEI Te Riu Roa, PPTA Te Wehengarua and the Ministry of Education signed an Accord to give effect to building a high trust environment for the teaching profession and as part of that to remove performance appraisal for teachers.

At that time, we emphasised that appraisal had not stopped and would continue until legislation changes had been achieved <https://teachingcouncil.nz/content/appraisal>. We urged you to review your systems and remove anything that you felt was unnecessary and that sat outside of the Council requirements. We clarified that endorsement decisions for the issue or renewal of a practising certificate would be based on a teacher's participation in a system that includes:

- an annual summary report stating whether or not the appraisee meets the *Standards for the Teaching Profession or Ngā Paerewa mō te Umanga Whakaakoranga (Standards I Ngā Paerewa)*;
- appraisees having been observed once annually and involved in two conversations ideally with an appraiser who is familiar with the day to day work of the teacher.

Following the letter, the Council commenced a series of meetings with the Accord partners and stakeholder representative groups to discuss the implications for quality teaching with the removal of performance appraisal as an accountability measure.

We agreed on the following principles that demonstrated trust in the profession, to meet the high expectations we set for ourselves: removing unproductive compliance activities, reducing workload for teachers and enabling a focus on professional growth whilst still meeting the legal obligation that every teacher meets the *Standards I Ngā Paerewa*. The partners involved in this discussion were from:

NZEI Te Riu Roa
NZ Post Primary Teachers' Association, Te Wehengarua
Ministry of Education
NZ School Trustees Association
Te Rito Maioha
Te Akatea
Early Childhood Council
Education Review Office
NZ Kindergartens
Ngā Kura a Iwi o Aotearoa
Te Rūnanga Nui o ngā Kura Kaupapa Māori
Montessori NZ
NZ Principals Federation
NZ Pasifika Principals Association
Secondary Principals Association NZ



Changed requirements

The Teaching Council is now pleased to announce the following agreed requirements that will apply to teachers in all sectors and settings. They do NOT apply to professional leaders and principals – a similar review of appraisal for leaders is beginning shortly.

- There will be no further audit of appraisal for the issue or renewal of a practising certificate, previously conducted by ERO on contract from the Teaching Council. The Education and Training Bill currently waiting Royal Assent removes this requirement;
- From 1 February 2021 teachers will be required to participate in a professional growth cycle, likely to reflect and enhance the positive authentic teacher learning opportunities you already have in place;
- A moratorium is placed on the “collection” of evidence by teachers for the purpose of proving they meet the *Standards / Ngā Paerewa* as part of any appraisal system, from 30 July 2020 until 1 February 2021.

You will see in the attached information, a set of elements to underpin the design of a process to support the professional growth cycle for teachers. You are required to have the process in place by 1 February 2021.

This process is intended to enhance and capitalise on authentic learning collaborations that will likely exist between teachers and with principals and professional leaders in your own setting. It will also enable the endorsement of teacher practising certificates. The elements position the use of the *Standards / Ngā Paerewa* as a catalyst for professional growth, aligned to holistic everyday practice.

Letting you know first

We wanted to inform you as principals and professional leaders in the first instance, prior to our communications to all teachers in the coming weeks, so that you have time to consider what this means and seek any clarification from us.

Please refer also to the FAQs that we hope will help in giving specific details you may seek. We are creating a number of resources that include a focus on endorsement decision-making. We also have new ways for you to engage with us, including a series of Zoom webinars to discuss this topic (the first on 5 August 2020). You will be able to register for these on the homepage of our website. In August, a new option will be created on our phone menu to provide a prioritised service for principals and professional leaders.

Early Childhood Education Licensing Criteria

As signalled previously, we have been working with members of the early childhood education sector and the Ministry of Education to have a revision made to the ECE licensing criteria guidance (specifically GMA7). The Ministry guidance will be updated to reflect the Council's new requirements for registered teachers, to participate in the professional growth cycle.

A final word

Between now and 1 February 2021, we need you to work with your teachers and colleagues using the elements to design a professional growth cycle, that works best in your setting. We'd be grateful to hear any feedback or pātai you might have as we work together to bring this important mahi to life.

Noho ora mai



Lesley Hoskin, Chief Executive

¹ It is important to note that moratorium does not apply to the induction and mentoring programmes for teachers who are moving toward holding a Tūturu (or full) practising certificate. Those programmes between teachers and their mentors should continue to reflect the Council's expectations for induction and mentoring.

