



Devon Intermediate School
Te Kura Takawaenga o Ngāmotu

PROFESSIONAL GROWTH CYCLE POLICY

No 310

Rationale

This school recognises the need to evaluate regularly the quality of teaching and learning at all levels relative to agreed standards of teaching performance and to the school's goals and objectives as expressed in the charter.

Policy Statement

An appropriate system of staff professional growth cycle will be carried out with the aim of improving the quality of teaching and student learning outcomes. A major aspect of the system will be in the provision of targeted support and development opportunities that will enable them to achieve their personal and professional goals. Additionally, all non-teaching staff will be appraised on an annual basis according to expected outcomes in their respective job description.

Policy Guidelines

1. The principal has the delegated responsibility for the implementation of the Professional Growth Cycle policy.
2. The Professional Growth Cycle of the principal is the responsibility of the Board and is subject to a separate policy statement.
3. Funding to support the Professional Growth Cycle policy will be made available where appropriate.
4. Staff will set development objectives and outline the support required in line with the school direction and priorities.
5. The Professional Growth Cycle:
 - a) observation of teaching with feedback and feedforward
 - b) evidence of learning conversations with critical friend or team leader
 - c) reflective journal documenting professional learning which aligns to professional standards.
 - d) one inquiry in terms 1, 2 and 3
 - e) annually, all teachers will complete Professional Growth Cycle summary statement collaboratively with the Principal or Principals delegate.

In the event of a dispute, the staff member and team leader meet with a third party acceptable to both. If a compromise cannot be reached a mediator is appointed who establishes guidelines for the outcome of the mediation.

Ratified by Board: 6 June 2023

Next Review: June 2026
