



## **Whangaparaoa College**

### **Appraisal Policy**

Date: October 2017

1. Performance Appraisal systems for Principals and Teachers is mandatory in all NZ schools.
2. The main purpose of Performance Appraisal in schools is to develop staff skills, knowledge, training and talent in a way that maximises the learning outcomes for learners.
3. Effective Performance Appraisal enables the Board of Trustees to have confidence that all staff are meeting the educational needs of their learners and the goals of the school.
4. All non-teaching staff will be appraised annually against their personal job description.

Note added May 2020:

Appraisal practices in the New Zealand Education system are under review and changes to this policy will follow once we have appropriate information and guidelines from the Teaching Council.