

Professional Growth: targets

As part of our performance management we have, like many other schools, moved away from percentage targets that offer little value and take away from our aims, which instil a target of all children achieving. This is not to say staff are not challenged should they not meet the teacher standards or that high expectations are not in place. As part of the monitoring and evaluation all staff are held to account and through triangulation of data, work in books and lesson observations.

Staff will, as in line with traditional targets, have three aims for the year which are outlined below:

- Teaching focus: What will you work on with your own teaching this year?
- To work as part of a HPS TRG led by SLT and participate fully in the programme
- An action research-based approach to develop an area of practice.

Target	Outline	Summary	Components (options)
Teaching focus	A focus identified by the teacher and planned with the Headteacher/member of SLT (using the coaching programme)	Staff are encouraged to complete additional reading and use 'go to learn'/'coaching visits' to support development. At the end of the year the completed evaluation is used to lead the discussion at Performance Management.	Support sheet for staff to prepare Staff meeting for time on coaching to draw out focus Teachers are learners too sheet Go to learn obs Coaching obs School visits SLT obs Summary sheet used for P Mgt discussions
HPS TRG programme	Staff have a subject/theme and work in teams led by a member of SLT – 2020-21 to have a focus around writing teaching sequence.	These would include a subject or focus that is a whole school priority (within that leads can use the time to mould the programme to suit) Staff meetings are used for CPD, any planning and reflection time.	Meetings with TRG Completion of agreed GAP tasks Shared peer observations
Learning projects	An action research-based approach to develop an area of practice.	Staff to work in small groups (phases in first year, but can deviate to make it more personal). They look to research a focus area, through a range of strategies. Strategies to be trialled within small groups Findings are shared at the end of the year, which could lead to whole school role out.	Go to learn obs Coaching obs Research: blogs, journals, articles and books 4 Staff meetings to work on the project. One staff meeting to share projects in the summer term.