# Unattached teacher performance appraisal form

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| Appraisee: |  | Appraiser: |  |
| Job Title: |  | Job Title: |  |
| Work Base/Site: |  | Date of Meeting: |  |

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| **Section 1:** **Review of last year’s performance**: *Achievement of Objectives and personal development targets.*  |

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| **Objectives/targets from previous year** | **Completed** *Yes/No/Partially* | **Evidence of results achieved and development completed.** (Identify any factors which have affected performance/ completion) |
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| **Section 2: Assessment against teacher standards:** *Consider capability against the Teacher Standards. Any areas for development can become an objective in Section 3 below.*  |

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| **Capability area** | **Evidence***Examples of demonstrated capability* | **Effectiveness***\*Effective / Improvement required* | **Development***Elements which require support/ development*  |
| **Set high expectations which inspire, motivate and challenge children and young people** |  |  |  |
| **Promote good progress and outcomes by children and young people** |  |  |  |
| **Demonstrate good subject and curriculum knowledge** |  |  |  |
| **Plan and teach well structured lessons** |  |  |  |
| **Adapt teaching to respond to the strengths and needs of all pupils** |  |  |  |
| **Make accurate and productive use of assessment** |  |  |  |
| **Manage behaviour effectively to ensure a good and safe learning environment** |  |  |  |
| **Fulfil wider professional responsibilities** |  |  |  |
| **Personal and professional conduct** |  |  |  |

* Effective = all effective capabilities demonstrated, OR Improvement required = at least one behaviour where improvement is required

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| **Section 3: Setting objectives for the coming year.**  *These should be linked to personal/team/director area and Council targets and objectives* |

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| **Objectives for the coming year** | **Evidence of outcomes and benefits** *What will be achieved from meeting this objective?* *Are there any key dates?* | **Target completion date** |
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| **Section 4: Personal Skills & Knowledge Development.**  *Personal development can be identified using the five core abilities . Please refer to the* [*Core Abilities Framework*](http://www.lincolnshire.gov.uk/jobs/manuals/employment-manual/employee-appraisal-and-development/core-abilities-framework/117169.article) *for the objectives of each ability and the relevant modules.* |

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| **Personal Development:** *Identify areas for skills development and the required outcomes* | **Links to which Core Ability**  | **How will the development be achieved and supported?** *e.g classroom or online training, coaching or one to one support* | **Target completion date** |
| Personal LeadershipBeing Future FocusedPolitical & Commercial AstutenessSupporting a high performance & flexible workforceDrive for ResultsOR Role Specific |
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| **Section 5: Additional comments** |

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| **Do you need any additional support or equipment to be able to perform your role effectively? (ICT, flexible working, reasonable adjustments)** |
| Appraisee’s comments: |
| Appraiser’s comments: |
| Appraiser's Manager's comments |
| **Pay recommendation** |
| Appraisee’s comments: |
| Appraiser’s comments: |
| Appraiser's Manager's comments |

I agree that this is a true record of the appraisal.

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| **Appraisee’s** Signature:Date:  | **Appraiser's** Signature:Date: |
| Signature of **Appraiser’s Manager**:Date: | Date of 6 month review meeting: |
| Date of Appraisal logged in Business World On! on: (Date) |

Updated April 2018