



Performance Management and Your Pay 2017/18

The New Professional Standards for Teaching and Leadership

Although the performance management process has not changed, you may be aware that the Practising Teacher Standards (PTS) are to be replaced with new Professional Standards for Teaching and Leadership (the new standards).

The new standards will not become mandatory for teachers (other than newly qualified teachers starting induction in September 2017) until September 2018.

The NASUWT has expressed serious reservations about the construction and accessibility of the new professional standards and, although some progress has been made, members are strongly advised to resist any moves to apply the new standards to the 2017/18 performance management cycle.

The decision on whether or not to use the new standards for this year's PM cycle rests with individual teachers and cannot be imposed by schools.

The 2017/18 Performance Management Cycle

A review meeting must be held at or near the end of the current cycle to discuss the outcome of the process.

This meeting can be held at the same time as the planning meeting for the next cycle, but it must be a distinct and separate meeting and it must be held before the planning meeting for the next cycle.

You should not allow the review meeting for the current cycle and the planning meeting for the next cycle to be conflated.

You should not proceed with the planning meeting for the next cycle if you disagree with the outcome of the review meeting.

The Review Meeting

The primary purpose of the review meeting is to assess the extent to which you have met your objectives recorded on the planning record at the start of the cycle.

However, your appraiser is also required to: *'...provide to the head teacher a recommendation on pay progression, having regard to the school teacher's appraisal statement'*.^[1] This recommendation must be discussed at the review meeting and included in the Appraisal Statement.

If you disagree with the recommendation, you must ask your appraiser to record your concerns on the appraisal statement and indicate your intention to appeal the decision.

You should not discuss the matter further with either your appraiser or any member of the senior management team, including your headteacher.

You should not proceed with the planning meeting for the new cycle.

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The Planning Meeting

The planning meeting for the new cycle can take place immediately after the review meeting as long as you have accepted the outcome of the review meeting. The purpose of the planning meeting is to plan and prepare for the appraisal and to seek to agree your objectives with your appraiser.

If agreement cannot be reached, your appraiser is required to: '*...set out in writing such objectives as the appraiser considers appropriate...*' and you '*...may add comments in writing*'.^[2]

A record of the planning meeting must be produced by your appraiser. This document is confidential to you and your appraiser. It must include:

- your objectives;
- any training, development needs and resources required to assist you in meeting your objectives;
- the procedures for monitoring progress towards meeting your objectives;
- any comments you wish to make on any of these matters, if agreement has not been reached.

You should not agree to more than three objectives and these should not be subdivided into several parts.

You should not agree to the inclusion of numerical targets relating to pupil outcomes in your objectives, as this would present a system of 'payment by results' that has no place in the performance management process.

You should not agree to more than one lesson observation per term, with each observation lasting no more than one hour.

You should establish that the record of the planning meeting will remain confidential to you and your appraiser.

You should establish that your objectives will not be subject to veto by your headteacher.

The school's performance management policy and procedure should be in full compliance with the provisions of the NASUWT Cymru Performance Management/Appraisal Checklist, which is available via: www.nasuwt.org.uk/performancemanagement.

The NASUWT has produced a handbook for teachers on Performance Management/Appraisal which can be accessed and downloaded at www.nasuwt.org.uk/performancemanagement. Hard copies can be requested by contacting the NASUWT Cymru National Centre.

IF YOU HAVE ANY CONCERNS ABOUT THE ISSUES HIGHLIGHTED IN THIS BRIEFING



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^[1] The School Teacher Appraisal (Wales) Regulations 2011, regulation 31(3)

^[2] The School Teacher Appraisal (Wales) Regulations 2011, regulation 26(4)