

# TEACHER PROFESSIONAL GROWTH CYCLE POLICY

NAG 3  
No. 311

## Purpose

The professional growth cycle takes a holistic approach to performance management that embeds **The Standards/Ngā Paerewa** in everyday teaching. It is a model based on professional judgment and trust.

## Guidelines

1. The Principal, as professional leader of the school, facilitates a common understanding of the standards, and staff at St Heliers School engage in professional learning aligned with the standards.
2. Our professional growth cycle reinforces professional learning and development to ensure teaching is future-focused, innovative, and supports student learning.
3. The Principal is responsible for designing and implementing an annual professional growth cycle for teaching staff, which may include:
  - Professional conversations (at least two per year)
  - Lesson observations (at least annually, biannually for provisionally certificated teachers)
  - Reflective practice
  - Professional learning and development
  - Teaching as inquiry

Teachers have opportunities to discuss and receive feedback on their practice, and brief documentation may be kept of any elements related to the above.

### 4. Attestation

Attestation against **The Standards/Ngā Paerewa** is required to support an initial application and renewal for registration of the practicing certificate to the Teaching Council of New Zealand. The Principal endorses the issue/renewal of a practicing certificate based on the teacher's participation in the professional growth cycle.

The Principal also completes an annual attestation of teachers against the professional standards for salary purposes. Attestation involves comparing each teacher's performance against the relevant professional standards to confirm that they have met the standards required. The professional standards are supplied as an appendix to the employment agreement. Should a Principal not attest, salary progression can be deferred, and a support or competency process started or continued. Further information is available in the relevant **employment agreement**.

### 5. Competency

If the Principal has concerns about a teacher meeting **The Standards/Ngā Paerewa**, they will discuss it with the teacher and provide support for improvement. Ongoing concerns are dealt with through the performance management processes outlined in employment agreements, and guidance from the Teaching Council.