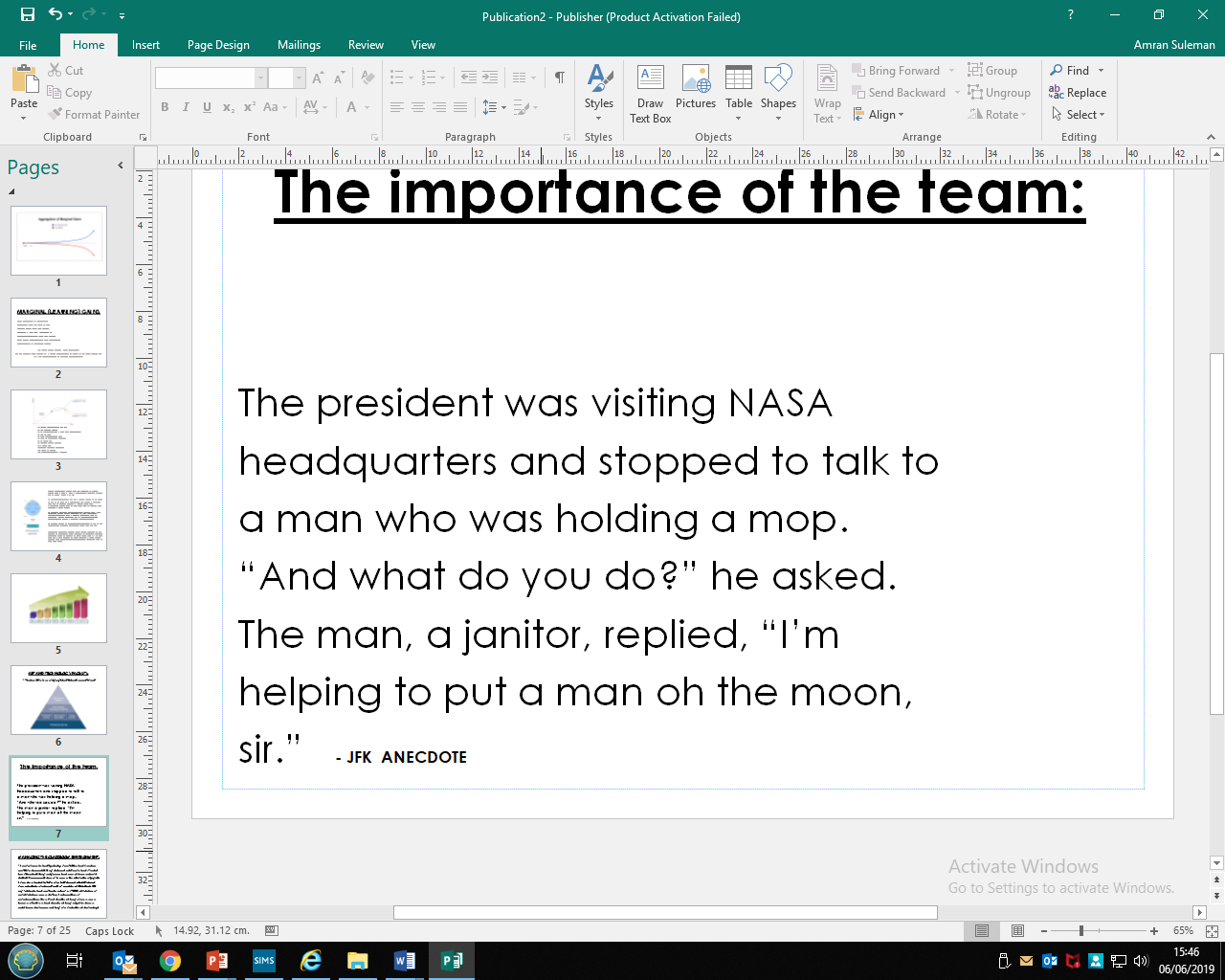
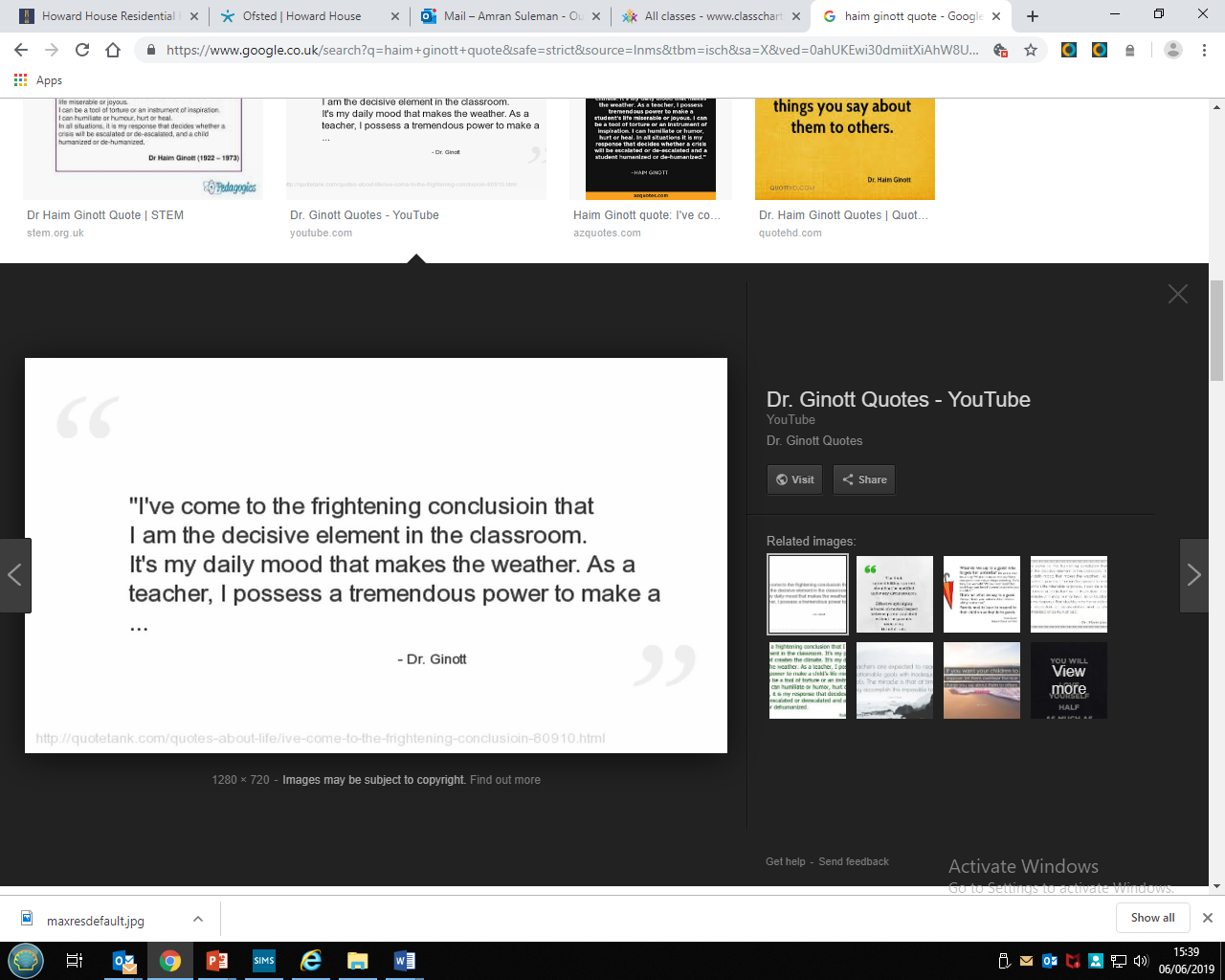


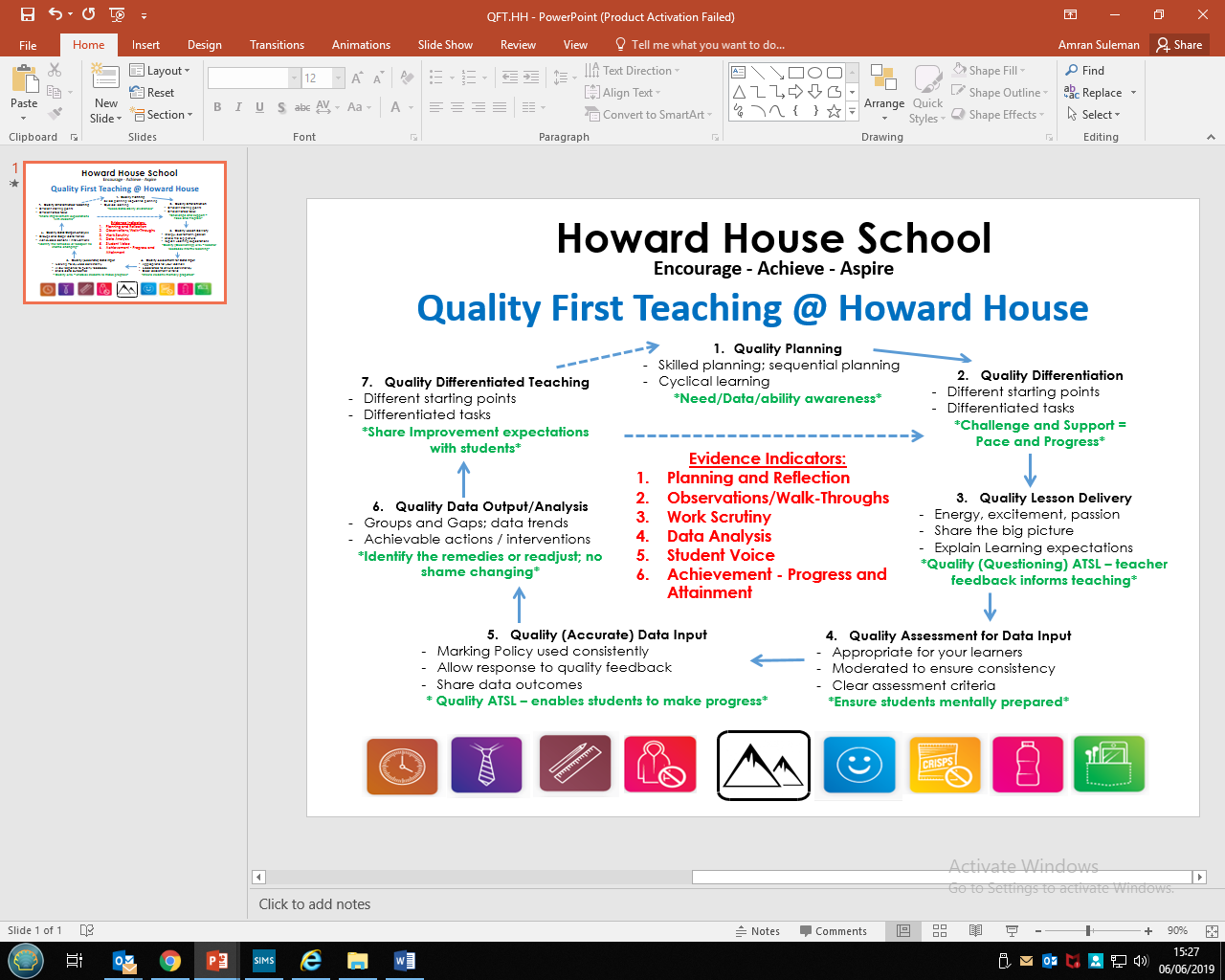
**Howard House School**

**Encourage - Achieve - Aspire**









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| **Objective 1** |  | | | |
| **What will be the measurement of success?** | | | | |
| **Not Met** | | **Partially Met** | **Met** | **Exceeded** |
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| **What evidence will you collect for this?** | | | | |
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| **Who/What can support you in this and how – CPD, etc?** | | | | |
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| **Term 1.1 Review of Objective 1 (by October 2019)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 1.2 Review of Objective 1 (by December 2019)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 2.1 Review of Objective 1 (by February 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 2.2 Review of Objective 1 (by April 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 3.1 Review of Objective 1 (by June 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Final Review of Objective 1 (by September 2020)** | | | | | |
| **How successful have you been with this objective?** | | | | | |
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| **What is the evidence for this?** | | | | | |
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| **What have you learned from this and how does it inform next year’s appraisal cycle?** | | | | | |
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| **Signed: Appraiser** |  | | **Date:** |  | |
| **Signed: Appraisee** |  | | **Date:** |  | |
| **Assessment of objective** (Underline) | **Not met** | **Partially Met** | **Met** | | **Exceeded** |

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| **Final Comments by Appraisal Lead** |
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| **Final Comments by Appraisee** |
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| **Signed:**  **Appraisal Lead** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Objective 2** |  | | | |
| **What will be the measurement of success?** | | | | |
| **Not Met** | | **Partially Met** | **Met** | **Exceeded** |
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| **What evidence will you collect for this?** | | | | |
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| **Who/What can support you in this and how – CPD, etc?** | | | | |
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| **Term 1.1 Review of Objective 2 (by October 2019)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 1.2 Review of Objective 2 (by December 2019)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
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| **Term 2.1 Review of Objective 2 (by February 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
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| **Term 2.2 Review of Objective 2 (by April 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 3.1 Review of Objective 2 (by June 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
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| **Final Review of Objective 2 (by September 2020)** | | | | | |
| **How successful have you been with this objective?** | | | | | |
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| **What is the evidence for this?** | | | | | |
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| **What have you learned from this and how does it inform next year’s appraisal cycle?** | | | | | |
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| **Signed: Appraiser** |  | | **Date:** |  | |
| **Signed: Appraisee** |  | | **Date:** |  | |
| **Assessment of objective** (Underline) | **Not met** | **Partially Met** | **Met** | | **Exceeded** |

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| **Final Comments by Appraisal Lead** |
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| **Final Comments by Appraisee** |
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| **Signed:**  **Appraisal Lead** |  | **Date:** |  |
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| **Objective 3** |  | | | |
| **What will be the measurement of success?** | | | | |
| **Not Met** | | **Partially Met** | **Met** | **Exceeded** |
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| **What evidence will you collect for this?** | | | | |
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| **Who/What can support you in this and how – CPD, etc?** | | | | |
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| **Term 1.1 Review of Objective 3 (by October 2019)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 1.2 Review of Objective 3 (by December 2019)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 2.1 Review of Objective 3 (by February 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |

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| **Term 2.2 Review of Objective 3 (by April 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
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| **Term 3.1 Review of Objective 3 (by June 2020)** | | | |
| **Are you on course to be successful with this objective?** | | | |
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| **What is the evidence for this?** | | | |
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| **What next steps will you take (including support needed) to achieve this objective?** | | | |
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| **Signed: Appraiser** |  | **Date:** |  |
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| **Final Review of Objective 3 (by September 2020)** | | | | | |
| **How successful have you been with this objective?** | | | | | |
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| **What is the evidence for this?** | | | | | |
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| **What have you learned from this and how does it inform next year’s appraisal cycle?** | | | | | |
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| **Signed: Appraiser** |  | | **Date:** |  | |
| **Signed: Appraisee** |  | | **Date:** |  | |
| **Assessment of objective** (Underline) | **Not met** | **Partially Met** | **Met** | | **Exceeded** |

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| **Standard** | **Not Competent** | **Competent** | **Highly Competent** | **Substantial** | **Sustained** | **Evidenced** |
| 1. Set high expectations which inspire, motivate and challenge students |  |  |  |  |  |  |
| 2. Promote good progress and outcomes by students |  |  |  |  |  |  |
| 3. Demonstrate good subject and curriculum knowledge |  |  |  |  |  |  |
| 4. Plan and teach well-structured lessons |  |  |  |  |  |  |
| 5. Adapt teaching to respond to the strengths and needs of all students |  |  |  |  |  |  |
| 6. Make accurate and productive use of assessment |  |  |  |  |  |  |
| 7. Manage behaviour effectively to ensure a good and safe learning environment |  |  |  |  |  |  |
| 8. Fulfil wider professional responsibilities |  |  |  |  |  |  |

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| **Final Comments by Appraisal Lead** |
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| **Final Comments by Appraisee** |
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| **Signed:**  **Appraisal Lead** |  | **Date:** |  |
| **Signed: Appraisee** |  | **Date:** |  |