
WELSH STATUTORY INSTRUMENTS

2011 No. 2940

The School Teacher Appraisal (Wales) Regulations 2011

PART II

Appraisal of Head Teachers

Planning of appraisal and setting of objectives

12.—(1) Before or at the start of the appraisal cycle, all the appraisers and the head teacher must meet to plan and prepare for the appraisal and to seek to agree the head teacher's objectives which must take account of such relevant evidence as the appraisers and the head teacher agree (or, in the absence of agreement, such relevant evidence as the appraisers decide) but which will include the School Performance Information, and must relate to—

- (a) school leadership and management;
- (b) the head teacher's job description;
- (c) any relevant pay progression criteria;
- (d) any relevant whole-school or team objectives specified in the School Improvement Plan;
- (e) the professional standards for head teachers as specified by the Welsh Ministers from time to time; and
- (f) any national priorities for school improvement set by the Welsh Ministers from time to time.

(2) The head teacher's objectives described in paragraph (1) may also take into account the head teacher's professional aspirations.

(3) The head teacher's objectives will be such that, if they are achieved, they will contribute to improving the progress of pupils at the school.

(4) If objectives are not agreed under paragraph (1), the appraisers must set out in writing such objectives as they consider appropriate, and the head teacher may add comments in writing.

(5) The objectives agreed under paragraph (1), or where objectives have not been agreed the objectives set out in writing under paragraph (4), and the head teacher's written comments, must be recorded in a written statement of objectives.

(6) When the objectives are set, the appraisers and the head teacher must seek to agree on the support required for the head teacher to meet the objectives. If agreement cannot be reached the local authority will determine the support that is required.

(7) The head teacher must during the course of the appraisal cycle keep an up-to-date record of—

- (a) the head teacher's own assessment of performance against the objectives recorded in the statement of objectives;
- (b) particulars of any professional development activities undertaken or other support provided and how this is contributing to achievement of the objectives; and
- (c) particulars of any factors which the head teacher considers are affecting performance against the recorded objectives.

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

(8) Her Majesty's Inspectorate for Education and Training in Wales⁽¹⁾ may request, and upon receipt of such request the chair of the governing body must provide it with, a copy of the head teacher's statement of objectives.

⁽¹⁾ Commonly known as "Estyn".