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## WELSH STATUTORY INSTRUMENTS

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### 2011 No. 2940

## The School Teacher Appraisal (Wales) Regulations 2011

### PART III

#### Appraisal of School Teachers other than Head Teachers

##### Planning of appraisal and setting of objectives

**26.**—(1) Before or at the start of the appraisal cycle, the appraiser and the school teacher must meet to plan and prepare for the appraisal and to seek to agree the school teacher's objectives which must take account of such relevant evidence as the appraiser and the school teacher agree (or, in the absence of agreement, such relevant evidence as the appraiser decides) but which will include the Pupil Performance Information and must relate to—

- (a) developing and improving the school teacher's professional practice;
- (b) the school teacher's job description;
- (c) any relevant pay progression criteria;
- (d) any relevant whole-school or team objectives specified in the School Improvement Plan; and
- (e) the professional standards for school teachers as specified by the Welsh Ministers from time to time.

(2) The school teacher's objectives described in paragraph (1) may also take into account—

- (a) the school teacher's professional aspirations; and
- (b) any national priorities for school improvement set by the Welsh Ministers from time to time.

(3) The school 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 appraiser must set out in writing such objectives as the appraiser considers appropriate, and the school 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 school teacher's written comments, must be recorded in a written statement of objectives.

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

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

- (a) the school teacher's own assessment of performance against the objectives recorded in the statement of objectives;

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**Status:** This is the original version (as it was originally made).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

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- (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 school teacher considers are affecting performance against the recorded objectives.