



EDUCATION COUNCIL
NEW ZEALAND | Matatū Aotearoa

Building the Capability of Middle Leaders as Appraisers

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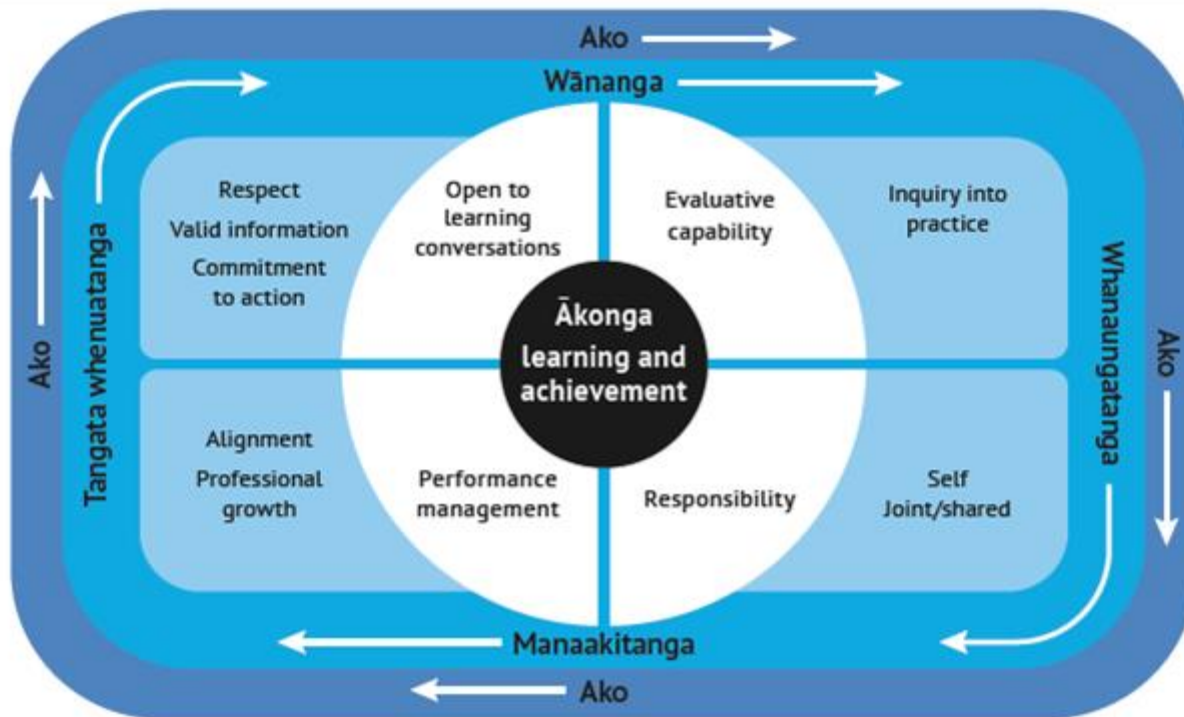


With thanks to the Council's
facilitation and development
partners:



Appraisal Conceptual Framework

He Kete Whakatipu Ngaio Tangata



Performance Management

- Staff appointments
- Induction and mentoring
- Professional/staff learning and development
- Appraisal
- Career support
- Competence and discipline processes
- Code of ethics



‘Open to learning’ conversations

- Describing problematic situations
- Listening to others’ views
- Detecting and challenging own and others’ assumptions and beliefs
- Inviting consideration of alternative views
- Giving and receiving feedback
- Dealing constructively with conflict.



Joint and self-responsibilities

Appraisal responsibilities



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Knowing and using the PTC

Evaluative Capability: Refer scaffold 2

- What does good look like using the *PTC*?
- What is the essence of each criterion?



Evaluative capability: using *Tātaiako*

What does each competency look like in your school?

- Manaakitanga
- Ako
- Whanaungatanga
- Wānanga
- Tangata Whenuatanga

