



TIRIMOANA SCHOOL

PROFESSIONAL GROWTH CYCLE POLICY

RATIONALE:

The Teaching Council/Matatu Aotearoa has instructed schools to develop a Professional Growth Cycle (PGC) that provides a framework for teachers to demonstrate they are meeting the requirements of Our Code/Ngā Tikanga Matatika – Our Standards/ Ngā Paerewa for the Profession. This framework is developed as an outcome of consultation with staff and reflects guidelines shared by PPTA.

PURPOSE:

An individualised Professional Growth Cycle ensures teachers are involved in continuous, meaningful learning and development that supports them to meet the Standards for the Teaching Profession.

GUIDELINES:

1. Each teacher will participate in an annual Professional Growth Cycle that outlines an area of focus for improvement and development aligned to one or more of the 6 Standards.
2. Each teacher will be allocated an experienced, fully registered teacher, who will serve as kaiārahi to provide guidance and advice to that teacher's PGC plan.
3. The teacher will drive their personal PGC and will co-construct its focus with the kaiārahi.
4. The PGC will include goal setting by the teacher for improvement and development.
5. The PGC will include a personal inquiry that the teacher identifies as meaningful for their professional development.
6. The PGC will include an observation of the teacher's practice by the kaiārahi, and an observation by that teacher of another colleague relating to the teachers' own goals for improvement.
7. The PGC will include at least 2 conversations with the kaiārahi to discuss goals and progress.
8. Each teacher will complete a Record of Professional Growth which will be provided to the principal in Term 4.
9. The principal will complete an Annual Summary Report as evidence for endorsing annual renewal of teacher registration.
10. Provisionally Registered Teachers and Beginning Teachers will be required to keep evidence of their professional growth and learning and will receive constructive feedback. Where applicable the tutor teacher or mentor teacher will act as kaiārahi.

CONCLUSION:

The Professional Growth Cycle will align with the Annual Certification cycle.

REFERENCE:

<https://teachingcouncil.nz/professional-practice/professional-growth-cycle/>

NELP Objective 1, Priorities 1 & 2, Objective 2, Priorities 3 & 4

Policy 12

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21/08/2024