

## Annual Learning Plans and Teacher Performance Appraisal

### *The Question:*

*"How can I augment the learning culture of my school by effectively engaging teachers in their Annual Learning Plans (ALP) and Teacher Performance Appraisal (TPA)?"*

### *The Answer:*

Here are five Tips for Success:

1. Embed learning-focused conversations in your daily interactions with teachers
2. Collaborate with teachers
3. Build coherence between ALP/TPA and other school, board and ministry initiatives and priorities
4. Align professional learning and resources with teachers' ALPs
5. Use the TPA as a growth-oriented opportunity

### **1. EMBED LEARNING-FOCUSED CONVERSATIONS IN YOUR DAILY INTERACTIONS WITH TEACHERS**

Engaging teachers in conversations about teaching and learning is one of the most important roles of the principal that can have the greatest impact on student outcomes. Learning-focused conversations are not limited to an annual meeting about a teacher's ALP goal or the Pre- and Post-Observation Meetings during an appraisal year but, rather, they should occur regularly: a follow-up to a walk-through, a team or staff meeting, a PLC meeting or simply an informal conversation in the staff room.

*"The more leaders focus their relationships, their work and their learning on the core business of teaching and learning, the greater their influence on student outcomes."*

empowering all staff members according to their individual needs and strengths. Through collaboration, you can recognize successes, access expertise, and acknowledge and support growth and learning needs.

**Look for:** ALP/TPA Effective Practices Strategy Harvest (collated from regional networking sessions with boards and federations) at:

<http://mentoringmoments.ning.com/group/alp-tpa-networked-learning>

### **3. BUILD COHERENCE BETWEEN ALP/TPA AND OTHER SCHOOL, BOARD AND MINISTRY INITIATIVES AND PRIORITIES**

Coherence can be found in one overarching goal: to improve student achievement. There are many competing priorities in your ictp/alp-tpa-networked-

