Principals Want to Know

A tip sheet for principals that focuses on critical issues faced in schools.
Drawn from existing resources, these tips are designed to support instructional leadership practice.

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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-