**ANNUAL TEACHING APPRAISAL SUMMARY 2014**

**Comments on Performance:**

Michael, I would like to begin the writing of this appraisal by noting the overall confidence gain I have noted in your teaching, your management and your interactions with students this year. On each of my visits to your room it was clear that you have gained a real measure of preparedness that allows you to work closely with your class and to place expectations on them in terms of their learning that are realistic and worthwhile. You were well prepared and the routines you have established allowed the class to develop the skills of independence that are necessary when differentiated teaching is taking place. This they did with a minimum of direction on your part, which indicated that you have spent time implementing management structures that have allowed for these routines to be the norm. I commend you for this development on your part.

Your planning is detailed and covers all curriculum areas very well. The checking of this planning of course means that your programmes operate from a school wide expectation that you quite clearly meet. You have planned well for the differing abilities of students in your room and the programmes provided indicate that you are aware of the individual needs of each student and have prepared well to meet these needs. The use of group activities where students were certainly on task was but one more indication of the routines and managements structures you have developed to ensure the delivery of your programmes. Students moved around the room in an orderly fashion, were attentive to you when required and able to complete tasks set when working independently. All of these of course give clear indications that you have mastered the required techniques to make learning interesting and worthwhile.

The assessment tasks you have completed show that you are able to use formative assessment to guide next steps in teaching / learning while I also noted that you have completed all assessment required for the overall school wide reporting of progress that is undertaken. It was good to note that you are completing Running records regularly and using the outcomes of these to determine groupings and student needs in your Reading programme. Good gains in achievement were noted over the course of the year. The use of formative assessment is also noted in your writing programme where the use of feedback and feed forward comments have provided students the direction necessary for them to develop their Writing skills to your satisfaction.

Your room environment is a tidy one with a variety of work on display including good indications of the current topic being studied. There were also examples of completed student work on display and a variety of teacher prepared charts etc. that give direction to students in the daily routines that operate in the classroom. Overall, your room looked interesting and had a pleasant “feel” that arises because of the good rapport you have developed with your class and them with you. Pleasant and positive interactions were observed on each of my visits and your class members appeared most happy to be with you.

I commend you for the addition responsibilities you undertake to allow the school to function in the manner it does and here I have noted the following. You have taken on the organization of softball, including Saturday play, organise rosters for the syndicate, organise National Library books for the syndicate and also look after ESOL students in the syndicate. Along with this you have worked on a TESOL paper out of school time with the purpose of improving your qualifications. It is pleasing to note your interest in furthering your own learning and this provides a good role model for your class in the whole area of lifelong learning.

It is pleasing to note that you have committed to the ongoing improvement of your practice and it is clear that as you have gained experience you are more aware of the nuances of teaching and learning and have put into practice those skills that have been shared by those in management roles across the school. In fact **I believe you are at the point in your own career where you should be considering undertaking a role where you are able to practice management skills and looking for positions where this may be possible.** You can certainly draw on some very skilled people at Leabank who provide sound models for any future aspirations you may have.

I trust you continue to enjoy your teaching and continue to make a difference for those students in your care.