

International School Seychelles



Appraisal and Professional Development Policy

You are not born for yourself but for the world

Policy

Philosophy

Our philosophy is that we are an open-to-learning community. We are moving forwards and within that is an understanding that continual learning for all staff is crucial for development. We wish to be the best in all we do and understand that we all have areas for development. Within ISS we are very fortunate to have such a diverse staff, with varying skillsets, from whom we can all learn.

Purpose of appraisal

As a learning community, the appraisal system is intended as a platform to support the learning of the staff. It is a tool to enable us to:

- enable professional development conversations to identify areas that need/want to be improved, staff areas they wish to develop
- share best practice
- see the bigger picture of whole school planning and therefore develop individually and holistically as a school
- set targets to enable effective monitoring of development
- aid progression and career development within departments, sections and whole school

Appraisal should not be stressful, feared or seen to be judgmental; it should not lead staff to be worried about weaknesses but come to be seen as an opportunity for growth. Staff should not perceive this with suspicion, or view visitors as unwelcome.

Appraisal and professional development is a part of our practice and a complete appraisal will be completed for each member of staff each year.