

## NTEN Member school resource

School: Fawbert and Barnard's Primary School, Harlow

Tool: [Bluewave Swift](#)

### **What is it used for?**

Staff's appraisal/performance management targets are recorded on here, along with any CPD that they take part in and the School Development Plan. This makes it possible to track any targets that come out of performance management and the SDP, as well as any CPD planned to go with it. Appraisal includes the following targets

- Pupil performance
- Learning and teaching
- Leadership and management
- Whole school improvement
- Something of your own choice

Before carrying out your appraisal, you would complete a job plan looking at your role, and your class and its characteristics.

### **What's good about it?**

It prompts staff to evaluate their CPD, both in terms of how they found it and the expected impact on pupils. It is structured so that pupil impact can be evaluated immediately after, in the medium term, and in the long term after the activity. It can be used for any CPD activity, including internal ones.

It is so useful having everything in one place. It is also possible to use it to begin to evaluate value for money.

### **What are its limitations?**

It does need to be introduced and monitored carefully in order for it to be effective. It also does not prompt users to evaluate impact at different stages, that chasing up needs to be done as well.

### **Can we contact you about using Bluewave Swift?**

Yes

### **What are your contact details?**

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