

## **TEACHER APPRAISAL** **IMPACT OF KEY STAGE 2 SATS RESULTS ON** **APPRAISAL OBJECTIVES**

**This guidance has been jointly published by ATL and NUT in order to help protect teachers against denial of pay progression on the basis of failing to meet appraisal objectives linked to KS2 SATs results; and secure appropriate objectives for future years.**

This year's key stage 2 SATs results told 47% of 11-year-olds that they hadn't reached the 'expected standard' in at least one of their papers, leaving thousands of children feeling demoralised just as they were about to move up to secondary school.

With concerns that the tests were poorly designed, their introduction shambolic and the results therefore unreliable, ATL and NUT have told parents and children that these were clearly not accurate judgements. But the Government has failed to give them similar reassurances - and these results will now be used by the DfE, Ofsted and Regional School Commissioners to make judgements about schools that could have serious consequences for the jobs of school leaders, for the ability of teachers to meet appraisal objectives linked to the outcome of these tests, and ultimately for the future of schools. None of this is the fault of teachers or children. Blame for this fiasco must be laid firmly at the door of the then Secretary of State for Education Nicky Morgan.

As headteacher and teacher unions all recognise, the assessment data for 2016 is unreliable. Also, the national curriculum, assessment arrangements and reporting methods are different this year - historical comparisons and even predictions are inappropriate as, for the next few years, every year group will have received a differing amount of the new curriculum. In this context, the way in which these results are used in the appraisal process must be approached with particular care.

**SATs outcomes should not determine pay progression this year**

Our advice is that the outcomes of the tests this year are unreliable and so must not be used on their own to make decisions about your performance.

If you agreed appraisal objectives based on the outcome of your pupils in KS2 SATs, then you and your appraiser will need to reconsider how to assess your performance as part of your annual review.

**Floor standards and other key measures**

The floor standard remains at 65% but you may wish to review your performance with reference to the actual national performance figure of 53%. It is also important to consider the progress data to support judgements; this data will be published in September.

**What we know so far**

53% of pupils met the “expected standard” in all three of reading, writing and mathematics (note this does not include the grammar, punctuation and spelling results).

The individual results are as follows:

	<b>Result</b>	<b>The mark which equalled 100 on the scaled score</b>	<b>The average scaled scores</b>
Reading	66%	21/50	103
Grammar, punctuation and spelling	72%	43/70	104
Mathematics	70%	60/110	103
Writing (teacher assessed)	74%	-	-

## **Science**

Any appraisal objectives linked to the science curriculum should be adapted to reflect the fact the only a partial curriculum was delivered, making attaining the 'expected standard' in science extremely difficult. This assessment required every element of the standard to be met, rather than some or most. This created difficulties as some criteria referred to Year 3 and Year 4 content that would not necessarily have been taught to this year's cohort.

## **You and your appraiser**

As outlined above, our advice is that the outcomes of the tests this year are unreliable and so must not be used on their own to make decisions about your performance.

If your appraiser insists on using the data to measure your performance then the agreed objectives must be reconsidered with reference to:

- the national average
- the floor standard (65%) and actual national performance figure (53%)
- similar schools in your area or nationally.

You may also have other evidence which can be used to show that you have met the objectives.

## **Next year's appraisal objectives**

You and your appraiser should be careful when setting any objective linked to this data for future appraisals. Ideally, next year's appraisal objectives should not include any link to SATs outcomes.

## **Getting support**

If you have any concerns then please talk to your NUT or ATL rep or local secretary.