

## Upper Pay Range Performance Evaluation

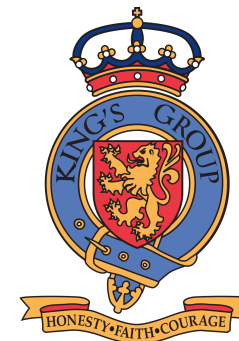
KGA Academy:

Name of Reviewee:

Name of Reviewer:

Appraisal Year:

Current UPR Pay Range:      UPR 1    UPR2    UPR 3    (Please circle)



This document aims to facilitate discussion between the reviewer and reviewee regarding performance at upper pay range (UPR) level. It will be populated at the interim and final review points, with reference to [W KGA Pay Range Performance Expectations.docx](#) but should be a regular feature of line leadership dialogue throughout the year.

A maximum of 3 UPR-related objectives should be agreed and set at the initial objective-setting meeting at the beginning of the academic year

At the Interim and Final Review meeting, it is important that the discussion and recording of supporting evidence is based on demonstrable impact that is substantial\* and sustained \*\*.

If, as Reviewer or Reviewee, you have any questions regarding the use of this proforma throughout the appraisal cycle then please contact your People Partner who will be happy to provide further guidance.

*\* **Substantial Impact:** This means that the teacher's contributions have significantly enhanced the quality of teaching and learning within their classroom and potentially across the academy. This might involve leading initiatives, improving student outcomes, mentoring colleagues, or contributing to the academy's development in a meaningful way.*

*\*\* **Sustained Impact:** This refers to the consistency and durability of the teacher's impact. The teacher needs to show that their contributions have been ongoing and have led to long-lasting improvements, not just short-term successes. Evidence over at least two years is typically required to demonstrate this sustained impact.*

UPR Objective(s)	Interim Review Meeting Evaluative Comments <i>(To be completed in advance of the final review meeting by the Reviewee)</i>	Supporting Evidence <i>(to be populated before the Interim Review Meeting by the Reviewee)</i>	Final Review Meeting Evaluative Comments <i>(To be completed in advance of the final review meeting by the Reviewee)</i>	Supporting Evidence <i>(to be populated before the final Review Meeting by the Reviewee)</i>
1.				
2.				
3.				