



Launceston College

A Multi Academy Trust

PERFORMANCE MANAGEMENT POLICY

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Review by: DAE/BJM

Launceston College MAT

Appraisal Policy (Performance Development and Management)

June 2016; to be reviewed June 2019

Preface to Launceston College MAT development

The Launceston College MAT Policy has been adopted with these clarifications:

- There will be a maximum of 3 hours of formal observations for a teacher, per academic year, unless additional observations are authorised by the Principal.
- In the event of additional observations being required the opportunity to discuss this need with the Principal, accompanied by a professional representative, will always be available.
- The need for additional observations will always form part of a dedicated wider support package, with clear appropriate timelines and achievable targets outlined within the Capability policy.
- Any dedicated support package will have three possible outcomes: 1. Good progress allows the support to cease; 2. There is a need for further development and for the support to be continued; 3. Movement to formal capability
- There will be the opportunity to appeal to the MAT Board if it is felt the policy has been applied unfairly.

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1. Introduction

Revised appraisal arrangements come into force with effect from 1 September 2012. They are set out in the Education (Academy Teachers' Appraisal) (England) Regulations 2012 (the Appraisal Regulations) which replace the Education (Academy Teacher Performance Management) (England) Regulations 2006 (the 2006 Regulations). The 2006 Regulations continue to apply to any performance management cycle which is in progress on 1 September 2012, unless the governing body or local authority decides to end that cycle early and to begin a new appraisal period starting on or after that date.

The Appraisal Regulations set out the principles that apply to teachers in all maintained academies and unattached teachers employed by a local authority, in each case where they are employed for one term or more. They retain the key elements of the 2006 Regulations but allow academies more freedom to design arrangements to suit their own individual circumstances. They provide the minimum national framework within which academies should operate and say nothing, or very little, on many subjects on which the 2006 Regulations made detailed provision. If they wish, academies may include in their own policies details that are no longer covered by the Appraisal Regulations.

Academies and Local Authorities must stay within the legal framework set out in the Appraisal Regulations and in other relevant legislation that affects all employers (for example legislation on equality, employment protection and data protection).

Academies, Academies and Local Authorities must have a performance management policy for teachers and a policy covering all staff which deals with lack of capability. This model policy applies to teachers, including Principals, and to all support staff employed at the academy. It has been written in the context of academies, but the same principles apply to unattached teachers. It is good practice for academies to consult staff on their performance management and capability policies.

The model policies are in two distinct and separate sections.

The Performance Management policy should be used as a reference point by academies and others as they review their policies to reflect the Appraisal Regulations. With effect from 1 September 2012, the Procedures outlined in this document supersede the previous performance management model policy and guidance (which had been designed to support the 2006 Regulations).

Performance management is a process to assist all staff in the development of their professional skills; it provides a scheme to feedback on a person's performance, aids with career aspirations, including training and development opportunities. The procedure is a mechanism to support the person and should be used as a positive and helpful process.

The Performance management process as outlined is also designed to facilitate the Academy's achievement of its aims and objectives as set out in its Academy Improvement Plan. It enshrines the principles of monitoring, assessment and continuous improvement in educational standards delivered by the Academy.

The Policy for managing capability replaces the previous Academy Capability Procedure. It sets out the formal capability procedure and reflects the ACAS Code of Practice on disciplinary and grievance procedures. Consequently this section should only be used in very limited and specific circumstances. Briefly, reference to moving a person into the Capability process should happen only after the Performance management scheme has been exhausted, including having explored the supportive measures agreed with the employee during the course of the performance management process, and where performance concerns remain after this process.

In 1 September 2012, this new policy document replaced the statutory guidance "Capability Procedures for Teachers" that was issued in July 2000. Capability procedures only apply where there are serious concerns in respect of a member of staff's performance that the performance management process has been unable to address.

2. Model policy for the performance Management of all members of staff performance

The MAT board of Launceston College MAT adopted this policy on 5th July 2016.

The policy will be reviewed in a maximum of 3 years.

Purpose

This policy sets out the framework for a clear and consistent assessment of the overall performance of all members of staff, including the Principal, and for supporting their development within the context of the academy's plan for improving educational provision and performance, and the standards expected of all staff. It also sets out the arrangements that will apply to staff that fall below the levels of competence that are expected of them.

Application of the policy

Performance management must be applied to the Principal and to all teachers employed by the academy, except those on contracts of less than one term, those undergoing induction (*i.e.* NQTs) and those who are subject to the formal Capability Policy. In addition the policies may be applied to all other staff contracted to work at the academy and in such circumstances, the policies become "Whole Academy Performance Management Policy". Governing Bodies have the option of adopting these policy documents on a 'whole academy' basis or otherwise. Where this policy is only applied to teaching staff, Governing Bodies should ensure alternative arrangements are in place for other staff groups.

3. Performance Management & Appraisal

Performance management in this academy will be a supportive and developmental process designed to ensure that all teachers/staff have the skills and support they need to carry out their role effectively. It will help to ensure that teachers/staff are able to continue to improve their professional practice and to develop in their respective roles.

The Performance Management Period

The appraisal period will normally run for twelve months from 1st September to 31st August.

Staff who are employed on a fixed-term contract of less than one year will have their performance managed in accordance with the principles underpinning this policy. The length of the period will be determined by the duration of the employee's contract.

There is flexibility to have a longer or shorter appraisal period when teachers begin or end employment with a academy or Local Authority or when unattached teachers change post within the same Authority.

Appointing Appraisers

The performance of the Principal will be managed by a nominated Committee of the Governing Body, supported by a suitably skilled and/or experienced external adviser who has been appointed by the Governing Body for that purpose.

In this academy the task of managing the performance of the head teacher, including the setting of objectives, will be delegated to a sub-group consisting of three members of the Governing Body.

The Principal will decide who will manage the performance of the other teachers. However, it is recommended that the Principal should delegate the responsibility to undertake the process of some groups of staff to an alternative senior manager in order to:-

- a) ensure managers' involvement in the appraisal of staff they supervise;
- b) ensure management support for the individual being appraised with regard to the development needs and targets agreed; and
- c) help protect the Principal's own workload and therefore their own work/life balance.
- d) All qualified teachers should be appraised by staff who hold QTS;
- e) All appraisers should receive appropriate training and support.
- f) Individuals have the right to appeal against the appointment of the appraiser if they feel they will be disadvantaged or if the person has a conflicting interest, the appeal should be in writing to the Chair of Governors, their decision is final.

Principals should oversee and maintain responsibility for the whole process to ensure consistency of approach and that targets & objectives reflect the academy's overall Improvement Plan.

Setting objectives

The Principal's objectives will be set by the Governing Body after consultation with the Principal and external adviser.

Objectives for each member of staff will be set before or as soon as practicable after, the start of each appraisal period. The objectives set for each person, will be Specific, Measurable, Achievable, Realistic and Time-bound (SMART) and will be appropriate to the teacher's role and level of experience. The appraiser and member of staff will seek to agree the objectives but, if that is not

possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change.

The objectives set for each person will, if achieved, contribute to the academy's plans for improving the academy's educational provision and performance and improving the education of pupils at that academy. This will be ensured through a process of linking objectives to the Academy Improvement Plan and recognising the teacher core professional standards in performance management.

It is recommended that there should normally be up to three objectives only.

Before, or as soon as practicable after, the start of each performance management period, each person will be informed of the standards against which that person's performance in that period will be assessed. All teachers should be assessed against the set of standards contained in the document called "Teachers' Standards" published in July 2011 (The Teachers' Standards contained in this document replace the existing standards for Qualified Teacher Status (QTS) and the Core professional standards, previously published by the Training and Development Agency for Academies (TDA) – these are available via <https://www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00066-2011>). The Principal or governing body (as appropriate) will need to consider whether certain teachers should also be assessed against other sets of standards published by the Secretary of State that are relevant to their role. These new standards have yet to be defined and consulted upon.

New Core Teachers' Standards for Sept 2012 are;

- Set high expectations which aspire, motivate and challenge pupils,
- Promote good progress and outcomes by pupils,
- Demonstrate good subject and curriculum knowledge,
- Plan and teach well structured lessons,
- Adapt teaching to respond to the strengths and needs of all pupils,
- Make accurate and productive use of assessment,
- Manage behaviour effectively to ensure a good and safe learning environment and
- Fulfil wider professional responsibilities.

All teachers will be assessed against the Core Teachers' Standards and, in addition, a teacher is expected to demonstrate consistently high standards of personal and professional conduct.

Post threshold teachers in addition to Core standards teachers are expected to continue to meet the standards; broaden and deepen their professional attributes, knowledge, understanding and skills; make a distinctive contribution to raising standards across the academy; act as role models for teaching and learning and be given reasonable opportunity to provide regular coaching and mentoring to less experienced teachers. (STPCD 2011 S3 para 59)

All teachers, including the Principal, will be expected to meet all of the Core Teachers' Standards. Objectives/targets for all teachers will be set by reference to the appropriate standards and the Academy Improvement plan. All teachers are expected to demonstrate consistently high standards of personal and professional conduct, as laid out in the Code of Conduct for staff.

It should be noted that both the Appraiser and Appraisee can request a review of the objectives if circumstances within the academy significantly change. Requests of this nature will be directed through line management to the Principal of the College.

Reviewing performance

Observation of Teaching Practice

Launceston College believes that observation of classroom teaching practice and other responsibilities is important both as a way of assessing teachers' (and, in some circumstances, other relevant support staff e.g. HLTA's) performance in order to identify any particular strengths and areas for development they may have and of gaining useful information which can inform academy improvement more generally.

All observation will be carried out in a supportive fashion. It is recommended that each teacher should be observed at least once a term at times notified in advance to the teacher. However, depending upon individual circumstances additional observations may be arranged and in such cases the teacher again should be told in advance.

Classroom observation will be carried out by those with QTS. In addition to formal observation, head teachers or other leaders with responsibility for teaching standards may "drop in" in order to evaluate the standards of teaching and to check that high standards of professional performance are established and maintained. The length and frequency of "drop in" observations will vary depending on specific circumstances.

Employees (including the Principal) who have duties and responsibilities outside the classroom should also expect to have their performance in respect of those duties and responsibilities observed and assessed.

Development and support

Performance management is a supportive process which will be used to inform continuing professional development by encouraging all staff to identify training and/or development opportunities. The academy wishes to engender a culture in which all staff take responsibility for improving their skills through appropriate professional development. Professional development will be linked to academy improvement priorities and to the ongoing professional development needs and priorities of individuals.

Feedback

Staff will receive constructive feedback on their performance regularly throughout the year. In the case of lesson observations, feedback will be provided as soon as practicable after an observation has taken place or other evidence has come to light. Feedback will highlight particular areas of strength as well as any areas that need attention. However, where there are concerns about any aspects of the member of staff's performance, the responsible manager will meet the member of staff as part of the performance management process to discuss the concerns with a view to arranging a period of intensive support for the member of staff to facilitate the required improvements. Staff should be advised to seek the support and assistance from their own trade union representative. The manager responsible for managing performance will undertake the following actions in such circumstances:

- give clear feedback to the member of staff about the nature and seriousness of the concerns;
- Verbal feedback should normally take place within 24 hrs of the lesson observation and should be done within the normal academy day, but not in PPA time. In addition written feedback should be provided within 5 academy days;
- give the member of staff the opportunity to comment and discuss the concerns;
- agree any support (e.g. coaching, mentoring, structured observations), that will be provided to help address those specific concerns;
- make clear how, and by when, the appraiser will review progress;
- explain the implications and process if no – or insufficient – improvement is made.

The agreed strategies for performance improvement will be written into an Improvement Plan for the member of staff.

When progress is reviewed, if the responsible manager is satisfied that the member of staff has made, or is making, sufficient improvement, the performance management process will continue as normal, with any remaining issues continuing to be addressed through this process.

Annual Assessment

Each member of staff's performance will be formally assessed in respect of each performance management period. In assessing the performance of the Principal, the Local Governing Body must consult the external adviser.

Performance and development priorities will be reviewed and addressed on a regular basis throughout the performance management year in interim meetings which will take place bi-annually, or more frequently if necessary. At the end of the performance management year, an annual performance assessment will take place, which marks the end point to the annual performance management process. Normally the annual review will take place before the end of December for teachers on the Academy Leadership Team and before the end of October for all other staff. Inevitably there may be exceptions to this but it is best practice to review the previous year's work and to set objectives for the new year as close to the beginning of the new year as possible.

The member of staff will receive, as soon as is practicable following the end of the performance management period a draft performance management report. The employee will have the opportunity to comment on the content of the report prior to its finalisation as the performance record. The report will include:

- details of the objectives for the period in question;
- an assessment of the employee's performance in their role and responsibilities against their objectives and the relevant standards;
- an assessment of the person's training and development needs and identification of any action that should be taken to address them;
- a recommendation on pay where that is relevant.

Upper Pay Spine progression

The STPCD 2011 states;

"Progression on UPS should be based on two successful performance management reviews...

To ensure that achievement and contribution have been substantial and sustained, that performance management review will need to assess that the teacher has:

- *continued to meet post-threshold standards; and*
- *grown professionally by developing their expertise post threshold"*

The assessment of performance and of training and development needs will inform the planning process for the following appraisal period.

4. Transition to capability

If the manager responsible for performance management (Principal, Senior teacher or line manager as appropriate) is not satisfied with progress, despite there having been a reasonable degree of additional support and guidance provided to the employee throughout the performance management process, or if separate concerns have been identified outside of the Performance Management cycle, the employee will be notified verbally and in writing that the performance management process will no longer apply and that their performance will be managed under the Capability Procedure.

It is important that the manager responsible for performance management has taken all appropriate steps and measures to assist the person to address their performance; these measures should have been discussed with the person and should be recorded in the performance management records as being offered and undertaken.

Moving to the formal Capability Procedure is a serious step and both parties should be aware of the potential consequences.