



**GOVERNORS
FOR SCHOOLS**

Headteacher Appraisal

The Role of the Panel

27 September
2018

Linda Waghorn



- Worked with governors and clerks for over 18 years
- Chair of Governing Body at a Surrey primary school
- Member of the Better Governor[®] team
- Governormark Assessor
- Former Head of Governor Services for Kent County Council



Aims of today's session:

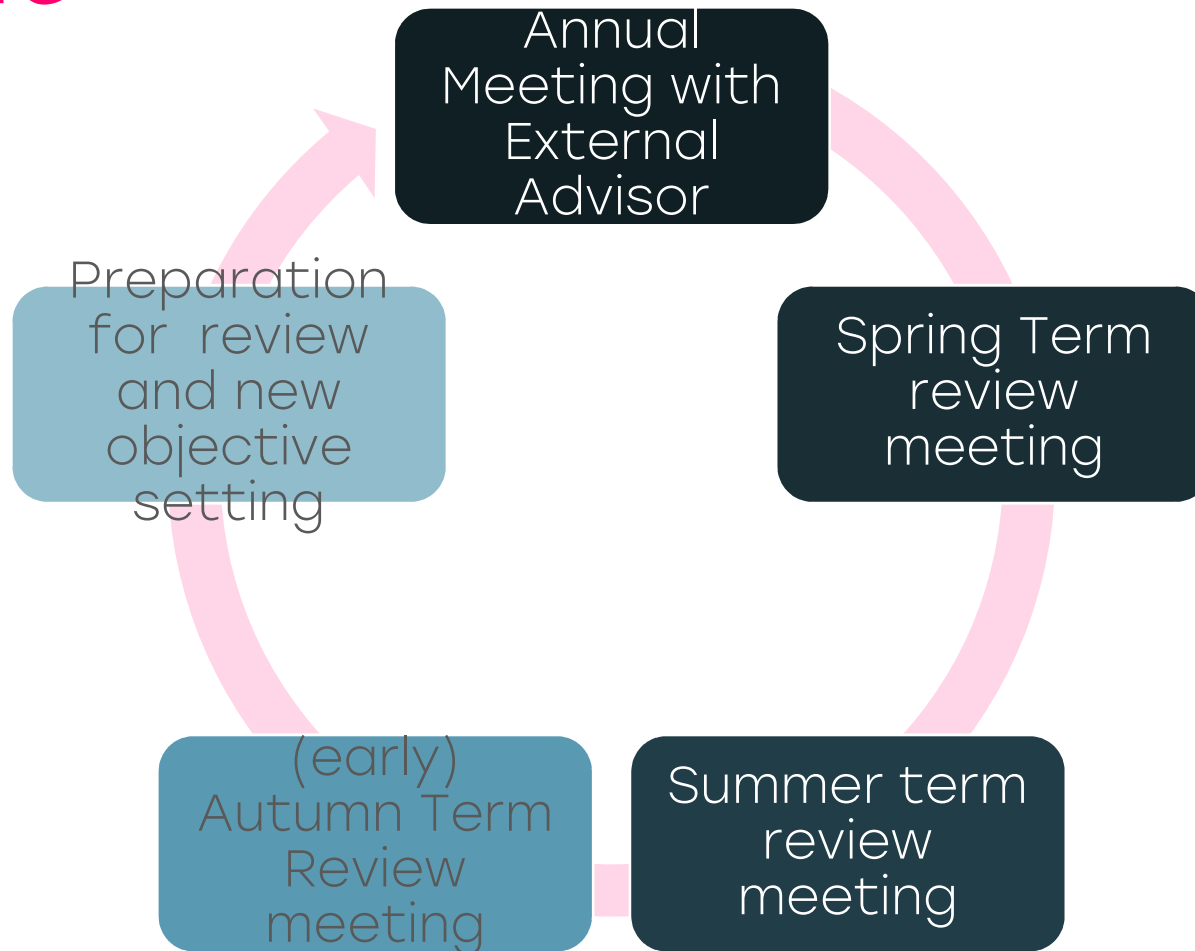
By the end of the session you will:

- Understand the statutory framework underpinning Headteacher Appraisal
- be aware of good practice in accessing external support
- Know what constitutes an effective appraisal objective

Appraisal is a process not an event



Appraisal is a process not an event



The Statutory Framework

STATUTORY INSTRUMENTS

2012 No. 115

EDUCATION, ENGLAND

The Education (School Teachers' Appraisal) (England) Regulations 2012

Made	- - - -	17th January 2012
Laid before Parliament		24th January 2012
Coming into force	- -	1st September 2012

The Secretary of State for Education makes the following Regulations in exercise of the powers conferred by sections 131(1), (2) and (3) and 210(7) of the Education Act 2002 (a).

In accordance with section 131(6) of that Act(b), the Secretary of State has consulted with such associations of local authorities in England, local authorities in England, bodies representing the interests of governing bodies in England and bodies representing the interests of teachers in England as appear to the Secretary of State to be appropriate.

Citation, commencement and application

1.—(1) These Regulations may be cited as the Education (School Teachers' Appraisal) (England) Regulations 2012 and come into force on 1st September 2012.

(2) These Regulations apply in relation to England.

(3) Subject to paragraph (4), these Regulations apply to any teacher employed for one school term or more.

(4) These Regulations do not apply to—

(a) any teacher whilst that teacher is undergoing an induction period in accordance with the Education (Induction Arrangements for School Teachers) (England) Regulations 2009(c), or

(b) any teacher whilst that teacher is the subject of capability procedures.

(5) In this regulation "capability procedures" means the procedures established by a governing body pursuant to regulation 8 of the School Staffing (England) Regulations 2009(d).

Interpretation

2.—(1) In these Regulations—

"the Act" means the Education Act 2002;

(a) 2002 c. 32, section 131(2) was amended by S.I. 2010/118. For the meaning of "regulations", see section 21(1) of the Education Act 2002.

(b) Section 131(6) was amended by S.I. 2010/100 and 2010/118.

(c) S.I. 2009/037, amended by S.I. 2010/172.

(d) S.I. 2009/060, to which there is an amendment in relation to these regulations.



**GOVERNORS
FOR SCHOOLS**

Statutory Requirements

Appointment of external advisers in respect of head teachers

4. The governing body of a school must appoint an external adviser for the purposes of providing it with advice and support in relation to the appraisal of the head teacher

6.(1) The governing body of a school must, before, or as soon as practical after, the start of each appraisal period in relation to a head teacher –

(a) Inform the head teacher of the standards against which the head teacher's performance in the appraisal period will be assessed

Relevant Standards



Department
for Education

National standards of excellence for headteachers

Departmental advice for headteachers,
governing boards and aspiring
headteachers

January 2015



**GOVERNORS
FOR SCHOOLS**

Headteacher Appraisal

Regulations

- Mandatory in maintained schools
- Good practice in academies

Ofsted Inspectors will consider whether governors performance manage the head teacher robustly

External Advisers

- Statutory role (in maintained schools)
- Very little guidance
- Should be appointed by the Headteacher Appraisal Panel
- Often assumed it will be the LA consultant
- Do governors review the quality of the service they have paid for
- Are references taken up for the role



Poll #1

External Advisers – the myths

- The Headteacher decides the advisor
- The governor panel must meet with the advisor before formal review/objective setting meeting
- The advisor can insist on specific targets
- The advisor can lead the discussion on pay progression for the Headteacher



Setting Objectives

5) The objectives set under paragraph (1)(b) or (3)(b) must be such that, if they are achieved, they will contribute to—

- (a) improving the education of pupils at that school; and*
- (b) the implementation of any plan of the governing body designed to improve that school's educational provision and performance.*

Effective Objectives

- No surprises!
- Reflect current priorities
- Should not compromise work-life balance
- Informed by the National Standards of Excellence for Headteacher
- SMART

Objectives Pitfalls

- Setting the Headteacher objectives that relate to teacher performance
- Targeting actions almost completed
- Only agreeing targets that are quantifiable
- Not looking at all relevant data

Poll #2

Any questions



What you need to know, when you need to know it



Copyright © Babcock Integration LLP (2015).

Better Governor researches, interprets and distils the latest news in education policy, legislation and practice keeping you informed on how they impact your role as a governor or clerk.

www.bettergovernor.co.uk

