



School Improvement Service

Headteacher Performance Management (Appraisal)

Overview

Governing bodies have a statutory duty to appoint an external adviser to provide them with advice and support for the annual appraisal of their headteacher. Managing the appraisal process is an important role for governors and when done well ensures headteachers feel valued but also appropriately challenged about their performance.

Service benefits

NYES brings a professional solution which will ensure governors and headteachers get the maximum benefit from the appraisal process. Our experienced School Improvement advisers will provide knowledge and expertise throughout, ensuring the process is smooth and the outcomes are positive. The process will enable governors to make a well informed decision about headteacher pay.

- Unbiased, objective advice on areas for improvement that should be prioritised as targets
- Help with writing focussed targets and clear success criteria
- A professional summary report that captures succinctly and clearly what has been agreed

Expert, professional support

Key features

- Based on data and documents provided by the school, the adviser will prepare a summary of the school's successes and priorities for improvement prior to the appraisal meeting
- The adviser will spend up to three hours in school to support the appraisal meeting
- The adviser can produce an appraisal report, which is optional and includes the targets and success criteria agreed in the meeting

As a result, a well organised performance review has the following benefits:

- The headteacher's performance over the last year is professionally reviewed
- The headteacher and governors are agreed about the priorities the head will work on for the new appraisal cycle
- The headteacher and governors are clear about how success with targets will be judged through milestones and success criteria
- The school can be confident that agreed targets will integrate with and support key school priorities

"The well prepared adviser was extremely helpful throughout the process and ensured our targets were sharp and focussed on the right priorities."

Appraisal Panel Chair, a North Yorkshire primary school

Contact us

To purchase this service or to find out more please contact the North Yorkshire Education Services team:

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