

## Performance Management

### Be prepared for this Autumn

Does your school have a performance management/ appraisal policy? Do you know where to look at it? Is it compliant with the NASUWT checklist? Are you using the excellent guide to Performance Management that the NASUWT sent to all members?

Here is a brief summary of what you should expect:

- No more than 3 objectives.
- No student data-led objectives (your objectives should be about what you do NOT what the students do).
- No more than 3 observations per year for all purposes.
- No direct progression from failure to meet your targets into the capability process.
- No surprises - problems should be flagged up as the cycle progresses.

If your school is not following these guidelines then it is in breach of the NASUWT National Action Short of strike action:

*Instruction 1:* Members are instructed not to participate in any appraisal/performance management process, which does not conform to all elements of the NASUWT appraisal/performance management checklist and the classroom observation protocol.

### Observations and learning walks

Does your school have a classroom observation protocol? If your school is carrying out learning walks or drop-ins to monitor the quality of your teaching in addition to the 3 formal observations per year then it is probably in breach of the NASUWT National Action Short of strike action:

*Instruction 2:* Members are instructed not to participate in any form of management-led classroom observation in any school, which refuses to operate a policy of a limit of a total of three observations for all purposes within a total time of up to three hours per year.

When does a learning walk become an observation? The NASUWT believes that learning walks are observations whatever they may be called and therefore are covered by the instruction on classroom observation.

### Marking

Does your school have a marking policy? What does your policy say? Is it reasonable or does it impose an unreasonable workload on teachers? All schools should have reasonable marking policies. A new instruction was added to the National Action instructions this year: make sure your

school's policy is compliant:

*Instruction 27:* Members are instructed to refuse to comply with any marking and assessment policy, which generates excessive workload and/or has not been agreed with the NASUWT. Until such time as a policy agreed with the NASUWT is introduced, members will mark and assess pupils in a manner consistent with the principles set out in the Union's guidance.

