# Performance Management – Term 1 or 2

Take 5-10 minutes at the beginning of your governance meeting to discuss the following item from Ethos Enhancing Outcomes (Performance Management of Executive leaders: Educating for Dignity and Respect):

**‘What are the key principles the performance management policy might include to ‘embody the love and compassion of God for each person’ whilst not compromising on high expectations?’**

Prompts

* Ask governors to be read the Performance Management Policy and the most recent report to governors on PM from the Headteacher, including the most recent recommendations for pay increases.
* How do you know that the expectations through the PM process are high enough, from the perspective of both the appraisers and the appraisees?
* When may embodying ‘love and compassion’ be at risk in this process? Are there indicators of any issues, eg. appeals, low morale?
* Be aware of any changes in dynamics with the closer link between ‘performance’ and pay.
* Amend your policy, or minute any outcome of the discussion to further promote principled performance management in your school.