

# Teachers' Performance Management 2013-12-18

## Senior Staff Recommendations

Of the five teacher members of senior leadership, 3 are eligible for pay progression including the Headteacher. Recommendation for the Headteacher's pay progression is via the Headteacher Performance Management Committee. The Headteacher will make pay progression recommendations to the Pay Committee for the other two eligible members of senior leadership.

## Threshold Progression

There are six teachers on M6 eligible for progression through the threshold and I have received applications from five of them. I have also received an application from a teacher currently on M5. This is permitted by our new Pay Policy.

I have examined the last two performance management documents for each teacher who has applied and checked their last lesson observation grades as follows:

Teacher	Passed 2x PM?	Most recent observations
1	Yes	Good on 27/02/2012
2	Yes	Outstanding 02/12/2012
3	Yes	Good 12/06/2012, RI 14/11/2012, Good 25/02/2013
4	Yes	Good 24/01/2012, Good 07/02/2013
5	Yes	Good 13/06/2013, Good 11/07/2013
6	Yes	Good 27/11/2012, Good 14/03/2013

I am recommending these six applications for approval by the pay committee. Performance management documents and threshold application forms for the applicants are available for scrutiny by the Pay Committee.

## Progression on Upper Pay Spine

Teachers are only eligible for progression on the Upper Pay Spine after two years at a pay point. A teacher who passed through threshold on 1/9/2011 to U1 would be eligible for progression to U2 on 1/9/2013. To progress there should be evidence of sustained and substantial contribution to the school which goes beyond their own teaching. There are 3 teachers eligible to progress from U2 to U3 and two eligible to progress from U1 to U2. I have examined their PM documents and most recent lesson observations as follows:

Teacher	Progress	Passed 2x PM?	Most recent observations
1	U2 → U3	Yes	Outstanding on 09/11/2012
2	U2 → U3	Yes	Good 28/11/2012, Good 05/02/2013
3	U2 → U3	Yes	Good in PM observation
4	U1 → U2	Yes	Outstanding on 13/11/2012, 18/03/2013, 02/07/2013
5	U1 → U2	Yes	Good on 28/01/2012, 14/02/2013

Performance management documentation for these teachers is available for scrutiny by the Pay Committee.

## Progression on Main Pay Scale

Our new Pay Policy requires more from Main Scale staff to progress than the previous arrangements, but in bringing in the new policy we told staff we would only be using the tighter criteria from 1 September 2014 as the policy was brought in late due to government and union delays. Under the previous policy, all Main Scale teachers would progress each 1 September as long as they were not under a disciplinary warning or in capability procedures. There are no staff this applies to, therefore I am recommending all Main Scale teachers progress this year.

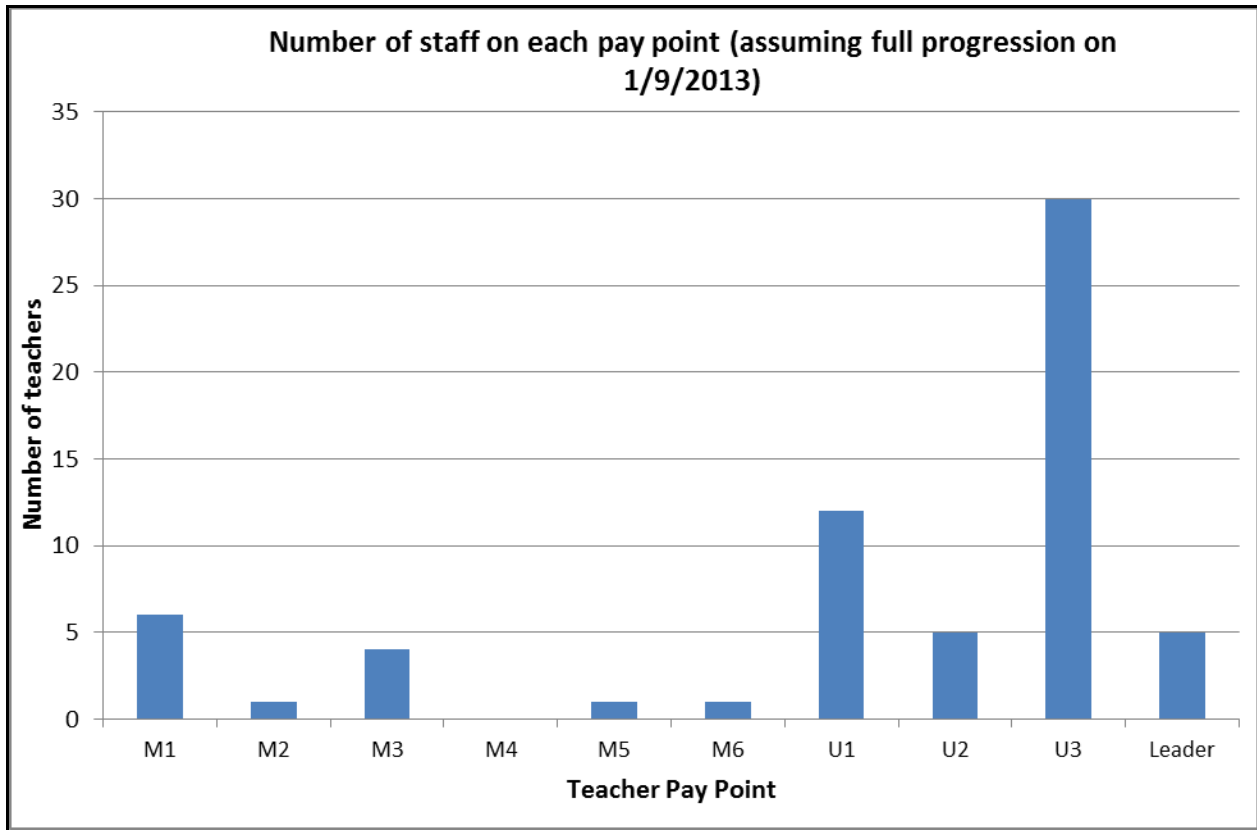
This applies to six teaching staff. All have had a “Good” observation within the last twelve months. One of them had a “Requires Improvement” followed by a “Good”.

## Performance Management Objectives

A sample of these is available for scrutiny by the Pay Committee.

## Current Profile of Teaching Staff

Pay point	Pay	August 2013	Sept 2013 assuming full progression	Difference
Leadership	Various	5	5	-
U3	£36,124	27	30	+3
U2	£35,802	6	5	-1
U1	£34,523	6	12	+6
M6	£31,868	6	1	-5
M5	£29,533	2	1	-1
M4	£27,376	1	0	-1
M3	£25,420	0	4	+4
M2	£23,528	4	1	-3
M1	£21,804	7	6	-1



Trevor Burton

18 December 2013