



Performance Management

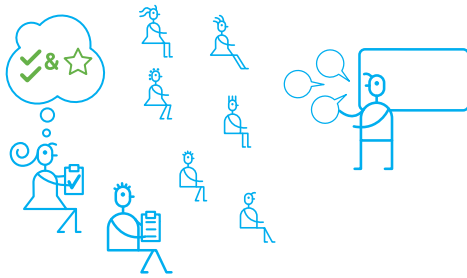
Supporting teachers' development with HOW2s
in Performance Management at Nine Mile Ride primary, Berkshire



OCTOPUS PRIMARY LITERACY RESEARCH PROJECT

01 First lesson observation

At the first lesson observation of the term, the head teacher and member of the SLT note what worked well and the focus for improvement.



02 Evaluate & agree

The head teacher and member of the SLT review their lesson notes and agree a suitable target for improvement.



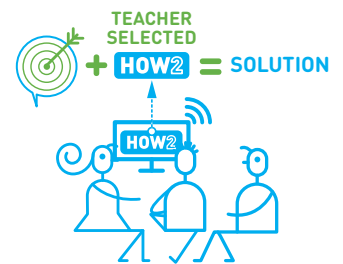
03 Teacher reflects

At the same time, the teacher reflects on the observed lesson and his teaching in general using a form to capture his thoughts.



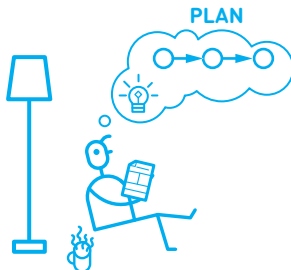
04 Feedback & solution

The two members of the SLT meet with the teacher to share their feedback and target. The teacher selects a HOW2 to address the development challenge.



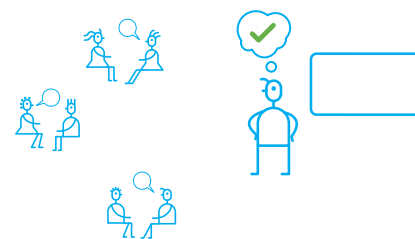
05 Study & plan for HOW2

The teacher studies the HOW2 and thinks about any necessary adaptations to suit his class context. He makes appropriate plans.



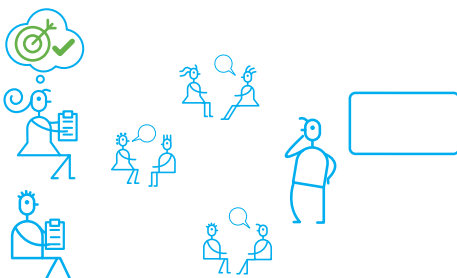
06 Practice HOW2

The teacher executes his plans for the HOW2 over an extended period of time, making any necessary further adaptations.



07 Second lesson observation

Having practised the HOW2 to a level of fluency, the teacher is again observed by the same two members of the SLT.



08 Repeat termly cycles for P.M.

This termly cycle is repeated over the next two terms, informing and culminating in the annual performance management appraisal meeting.

