



15 ways Standards Tracker can improve your performance management process

1. Improved objective setting / target setting

Simple, easy to use format for individual, group, whole school and trust-wide objectives. See quickly where areas of individual need are and address these with relevant, pertinent objectives. Targets and objectives can also be linked into SDPs / SIPs for planning and evaluation.

Support throughout the process of objective and target setting is provided through our online Professional Learning Manager platform and with your own dedicated Project Manager.

2. Enhanced evaluation of objectives / targets

Objectives and targets are all in one place, with evidence uploaded against the standards agreed. Easy to identify success and where development is required.

Ongoing reflection of progress against targets by both staff member and line manager enables open two way conversations so that there is focus throughout the PM cycle, with no surprises throughout the cycle. This builds a continuous professional dialogue supporting staff all year round.

3. Developing teacher leadership

The talent map shows areas for staff members to develop, not only highlighting the best practitioners but also where to develop individual staff members as future leaders. This makes better use of your resource base and experience already in school to coach and manage staff.

CPD can be determined through various reports and visuals to easily identify those on a leadership pathway. Leadership standards can be included to help future leaders become familiar with the requirements.

4. Ensuring standards and expectations for all staff are maintained and rewarded

Standards Tracker clearly provides an evidence based, transparent, robust two-way system to assess the standards which you assign to each role. The reports section enables you to highlight individual areas of need and set targets appropriately.

The Professional Skills Level Descriptors (similar to career stage expectations) are created in conjunction with your own pay policies, and show the expected level and criteria of performance for assessment and can be based on pay points for performance related pay decisions.

5. Progress and tracking of performance

Through a combination of short-term action points, development goals and year-long objectives, Standards Tracker also allows both the appraiser and the member of staff to add comments on the progress of appraisal objectives throughout the performance management cycle. You can therefore maintain an ongoing professional dialogue throughout the year to ensure staff development is as effective as possible.

It is easy to track and monitor progress of objectives and mastery of standards for individual, group, whole school and trust levels. The consistent ongoing tracking of performance identifies, and gives the opportunity to address and support, developing issues before they become a problem. This allows reward where appropriate and holds underperformers to account.

6. Mid-year review

This can often be seen as a tick box exercise, so Standards Tracker offers continual dialogue and a more formative discussion to set formal and informal action points for development. It puts appraisal objectives in the forefront of your mind to be able to reflect and discuss, rather than the often last minute scramble to find some evidence and discussion points.

Short-term objective setting and regular feedback can empower staff to make improvements in their teaching. This, combined with termly review meetings are the best way to develop your staff, and gives them ownership alongside belief and value in the process.

7. Giving effective feedback

Maintaining an ongoing professional dialogue between the appraiser and the appraisee is the best way to ensure that teachers can develop professionally. The two-way transparent nature of Standards Tracker means it is easy for both staff member and line manager to see all the evidence on an ongoing basis. All actions are date and time stamped to provide an audit trail for all parties involved.

Feedback becomes a robust, evidence based conversation with the aim of developing the staff member to increase good practice, improve their practice, and/or gain new skills, rather than being a tick box exercise.

8. Admin commitment for appraisee and appraiser greatly reduced

Helping the work / life balance and addressing workload issues, Standards Tracker helps to reduce the time spent by all parties on filling out forms, gathering evidence, taking ownership of their own performance management and preparing for conversations. It encourages staff to do it in a timely fashion, little and often, eliminating vast amounts of hours spent collating and preparing in the days leading up to reviews.

This also leads to more effective performance management as an ongoing continual development model element with real meaning behind it rather than a twice or thrice a year tick box exercise.

9. Minimise paperwork

Everything is held securely online in the cloud, easily accessed from any device. Evidence, observations, book looks, learning walks and other triangulation forms held centrally. Evidence can be in most formats such as word, excel, PowerPoint, video clips, forms, photos, scans and more. You can store whatever you like, wherever you are, whenever you want!

No lost pieces of paper that were going to be filed and got misplaced. No more need for shelves of folders with dividers taking up space, and as all data is secure there are no risks about who might be able to access the information. Everything is immediately at your fingertips for Ofsted and external agencies visits.

10. Accountability and Quality Assurance

Ownership and responsibility for self-development and pay progression no longer rests with managers expected to provide evidence as ownership lies with the staff member. Standards Tracker enhances the performance management process for all staff members, not just teachers, to drive development and progression for themselves with support from their manager.

All evidence is stored centrally, and based on dynamic permissions, it can be viewed across the management hierarchy to ensure consistency. There is also an option for a second-tier level QA check. Consistency is managed across all departments, subject areas, and phases through KPI monitoring, triangulation and CPD provision.

11. Addressing underperformance

Concerns about performance can be highlighted, addressed and quickly rectified with ongoing reviews and short term goals. All discussions are evidenced based and show staff member and manager progress and the impact of addressing areas of weakness or concern. All actions are date and time stamped providing accountability on both sides, and an audit trail should it be required.

The PSLD (Professional Skills Level Descriptors) and standards can be used to benchmark against expected levels of performance. Reports show actions taken and progress made which can be used in discussions, and printed as evidence should external review be required.

12. Tracking CPD, reviewing and planning for individuals, groups and whole school

Reporting functionality allows you to identify and highlight the areas of greatest development need. It allows schools to establish individual needs and target CPD appropriately. The reports also enable leaders to see the impact CPD has had. Very quickly, you can see how you might be able to use talent within school to reduce training costs.

The Talent Map allows you to identify the most appropriate colleague to work with, for example as a mentor, coach, trainer, or to lead twilight sessions and inset days, to ensure that all staff get the focused CPD they require for their own progress as well as for whole school development.

13. Reporting to Governors, Trust Boards and Inspectors

Standards Tracker provides easy to understand visual evidence and reports. Anonymised headline data to demonstrate progression, action taken and impact of focus and intervention. You can also show as reflection and evaluation on where the school was, where it is now and tell the story behind the data. Data is stored for each cycle providing comparison data at any past point in time, to clearly show the impact of actions taken and the effectiveness and progress towards of SDPs / SIPs.

It is a system that demonstrates achievement and enables challenge to move the whole school, department, phase, individual forwards to inform future SDPs / SIPS and use as evidence for SEF judgements.

14. Staff retention

Support from managers on expectations and development is one of the key factors for staff retention and gives confidence in your school's management approach to staff performance. Through ongoing feedback and support, staff are motivated and thrive on recognition of their performance. It keeps the team feeling valued. By developing a culture of sharing best practice, and being supported to develop and nurture new skills and knowledge, staff can see the impact of their input and how their performance directly links to the success of the school.

Standards Tracker provides the opportunity for reflection and self-assessment, clear objective setting and review processes, as well as continual feedback through the triangulation of lesson observations, book looks, learning walks and other assessment models. It also provides a clear link between individual performance and whole school development.

15. Non-data measurable aspects of learning and progress

Standards Tracker enables you to store whatever evidence is needed whether it be pupil voice, staff members, or parents, in the form of photos, video clips, anecdotal evidence, surveys, student work and school council minutes, which all contribute to the assessment of teacher performance, behaviours and strategies within the classroom over time.

Extra-curricular involvement and additional responsibilities outside the classroom can be documented. Especially useful as evidence for aspiring leaders and seasoned leaders to demonstrate career stage expectations and wider impact on the school.

For further information about Standards Tracker and how it can positively impact your school, please contact us:

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or explore our website at standardstracker.co.uk

