



Headteacher Performance Management Package

Overview:

Our Headteacher Performance Management package provides a structured, professional and supportive process that meets statutory requirements for maintained schools; and aligns with the school's improvement and development priorities. The package provides an impartial external viewpoint to the process of Headteacher Performance Management. It ensures a clear line of accountability, professional challenge and meaningful developmental targets for the Headteacher to effectively drive school improvement.

Headteacher Performance Management Package Includes:

- **Pre-meeting preparation**
 - Review of the school's key documentation (including: School Improvement/Development Plan, SEF, latest Ofsted report, performance data and additional evidence in line with school priorities).
 - Liaison with the Chair of Governors (or appropriate representative) to agree focus areas and logistics.
- **Performance Management Meeting x 2 across the year (half day on site or virtual, as desired)**
 - Facilitation of the formal performance management meeting between the Headteacher and governors.
 - Review of progress against previous objectives.
 - Discussion and agreement of new objectives, ensuring they are SMART, measurable, and aligned with school priorities.
 - Support to ensure objectives balance accountability with professional growth and well-being.
- **Post-meeting documentation**
 - Provision of a professionally written performance management summary/report.
 - Template objectives and recommended monitoring arrangements for governors.
 - Follow-up advice for governors on reviewing progress mid-year.

Cost:

This process will be led by an experienced former Headteacher and school improvement professional (Oliver Wilson or Adam Gatrad) with a strong understanding of leadership, accountability, and governance expectations. The cost for this annual package is **£500 +VAT for one Headteacher**.