

# MANAGING HEADTEACHER APPRAISAL

Victor Gane and Alun Morgan

MANAGING  
BETTER  
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# Managing Headteacher Appraisal

**Ernie Cave, Cyril Wilkinson**



## **Managing Headteacher Appraisal:**

Managing Headteacher Appraisal Victor Gane, Alun Morgan, 1992-12-28 An excellent text for head advisers officers appraisal coordinators trainers governors and students about to enter or already in education Management in Education Set firmly within the context of the 1991 Regulations and providing detailed and perceptive coverage of every aspect of headteacher appraisal this book will be welcomed by heads officers and advisers as an authoritative statement on this crucially important subject If you are looking for the historical background to headteacher appraisal its philosophical justification how it works what it seeks to achieve the benefits it can bring how to prepare and train people to take full advantage of the opportunities it presents and how to manage them

**Managing Teacher Appraisal and Performance** Carol Cardno, David Middlewood, 2002-11-01 The biggest single issue currently facing school managers is how they should appraise their staff and what the implications of the process are This edited collection brings together the latest thinking on the subject from both the UK and overseas and places it directly in the context of school management Issues discussed include the role of appraisal in school leadership and the role of appraisal in developing teachers The importance of this combined with the lack of published material on the subject make this book an essential purchase for all headteachers heads of department INSET coordinators and postgraduate educational management students

**Managing People in Education** Tony Bush, David Middlewood, 1997-02-28 Aims to enhance management practice in education by presenting research findings and theory from a wide range of contributors Skills and Enterprise Update This is indeed a book which could be useful to a much larger readership than the normal closed circle of those working in education Managing Schools Today The book presents relevant research and theory in order to enhance management practice in education The editors intention is to articulate good practice on the basis of evidence in educational settings The ideas presented here are derived from international research and practice and apply to all phases of education with the emphasis on applying research findings to improve practice in schools and colleges

Headteacher Appraisal C. Eric Spear, 1997 A practical guide to the principles and practices of headteacher appraisal this text recommends those aspects which are most successful in supporting professional development and in enhancing performance and effectiveness It is written by experts including head teachers and those who appraise them and is endorsed by the National Association of Head Teachers Headteacher appraisal helps assess the performance of head teachers direct their efforts and give them feedback and guidance Through this process it affects the direction of the whole school and its staff

**Implementing Performance Management** Joan Dean, 2003-09-02 This book is for headteachers senior and middle managers in both primary and secondary schools and all teachers involved in the performance management process It sets out the aims and objectives of the system and offers sensible practical advice to help make performance management work effectively in schools Case studies are used to illustrate the processes involved in performance management and each chapter ends with suggestions for staff discussions looking at the common concerns and

issues that arise Joan Dean has taught in primary secondary and further education and has held two headships She has also been a primary schools adviser and a chief inspector and has published more than thirty books on education In 1980 she was awarded the OBE for services to education      *Managing Professional Development in Schools* Sonia Blandford,2012-11-12

The importance of professional development for teachers cannot be overstated In recent years there has been much debate on how to raise standards in schools and it is now recognised by theorists policy makers and practitioners that the professional development of teachers is an important factor in this context For professional development co ordinators and senior management knowledge and understanding of the nature of professional development roles and human resource management theories will provide a framework for practice This book includes chapters on managing professional development in a human resources context government policy initial teacher training the school development plan appraisal middle management leadership skills It will be of interest to co ordinators of professional development in schools and across local education authorities and to anyone who is part of a school s senior management team      The Appraisal of Headteachers Molly Hattersley,1992 Appraisal continues to be a central issue for teachers This topical text covers every aspect of head teacher appraisal including self appraisal The contributors all have hands on experience of work on teacher appraisal and particularly the appraisal of heads      *Leadership and Strategic Management in Education* Tony Bush,Marianne Coleman,2000-05-31 This is one of very few texts to give recognition to the difficulties in large institutions and to give practical advice about the degree to which collegiality can be built into strategic planning The authors provide an overview of all aspects of leadership within education giving ample references within each section for more detailed study Mentoring and Tutoring The book would constitute a good starting point for anyone wishing to understand contemporary developments in educational management Educational Research Leadership and strategic management are both issues of central importance in raising achievement in schools and colleges and thus are at the heart of the educational debate today This book is concerned with such major issues as the nature of strategic management in education the importance of vision and mission styles of leadership models of educational management and the purposes of strategic management which here are equated with the effectiveness and improvement of the institution It will be invaluable for students of educational management such as those following masters degrees It is also directly relevant to teachers and lecturers and schools of all phases and in further education colleges particularly those who have or aspire to management responsibilities The textbook is designed to be used either to accompany a taught course or for self study via distance learning thus practical and reflective activities are included      **The Skills of Primary School Management** Les Bell,2002-01-04 This book is for all teachers who have curriculum and management responsibilities in primary schools or who aspire to those positions It provides an analysis of those responsibilities and of how they may best be exercised in the changing climate of primary education It takes account of the many radical policy changes that have influenced the management of primary schools since

1988 Above all it offers practical guidelines on which effective strategies for managing primary schools may be based while recognising that good management is not an end in itself

**Performance Management in Education** Pauline Smith, Christine Forde, 2002-06-03 This book provides an overview of some of the key issues in developing professional performance and examines critically some of the key strategies that can be used to enhance professional performance

**The Competent Head** Dilum Jirasinghe, Geoffrey Lyons, 2004-03 First published in 1996 Routledge is an imprint of Taylor Francis an informa company

Teacher Appraisal Cyril Poster, 2003-08-27 This second edition of the Posters highly successful guide to teacher appraisal has been substantially updated to include the definitive Department For Education DFE regulations and guidelines which have appeared since the publication of the first edition The book includes two completely new chapters on the new regulations as they affect grant maintained schools and on developments in Northern Ireland and Scotland The authors have orientated their work much more to schools providing updated versions of their valuable training materials for school based INSET group work and self study This second edition also includes research evidence from trials of headteachers appraisal

*Managing the Primary School* Mrs Joan Dean, 2002-01-04 This new edition of Managing the Primary School brings up to date the consideration of the tasks and skills of the headteacher which was a feature of the first edition Like the first edition this book deals with all aspects of the headteacher s role including a discussion of the changing relationships with parents and governors and an examination of the headteacher s involvement with marketing the school and controlling its finances Each chapter looks at a particular group of skills and tasks which are a part of the management role Joan Dean takes into account the implications of the Education Reform Act and the National Curriculum and includes accounts of recent research concentrating in particular on studies of effective schools This book will be invaluable to all headteachers as well as other senior staff advisors and consultants working in primary schools

**Human Resource Management in Education** Justine Mercer, Bernard Barker, Richard Bird, 2010-06-10 The study of educational leadership makes little sense unless it is in relation to who the leaders are how they are leading what is being led and with what effect Based on the premise that learning is at the heart of leadership and that leaders themselves should be learners the Leadership for Learning series explores the connections between educational leadership policy curriculum human resources and accountability Each book in the series approaches its subject matter through a three fold structure of process themes and impact Series Editors Clive Dimmock Mark Brundrett and Les Bell The effects of globalization are evident in education policy around the world Governments from the United States to China are driving their education systems to produce more skilled more flexible more adaptable employees The pressure to perform is all pervasive meaning present day leaders have to go beyond the principles of humane and equitable management practice and look for a competitive advantage through strategies that enhance motivation build capacity for organizational improvement and produce better value added performance Human Resource Management in Education debates the fundamental question of how far effective human

resource management policies can enable schools and colleges to transcend the paradoxes of the global reform agenda It analyses the relationship between leadership the classroom and results and uses case studies to explore the extent to which performance is enhanced by distributed leadership and constrained by social political and economic contexts The book is divided into three parts examining the current context of human resource management by critically analysing globalization human capital theory and worldwide trends in government legislation societal values and teacher culture s exploring two pairs of contemporary themes in human resource management by comparing the roles of leaders and followers on the one hand and contrasting learning and greedy organizations on the other looking at how the context and the themes impact on particular contemporary practices in human resource management by analysing the selection and development of professionals the remodelling of school teams and the management of performance The authors carefully blend advocacy with evidence to ensure relevance for both practitioner and academic audiences across the globe The book would be of particular use to students on masters courses in educational leadership

Governing and Managing Church Schools David W. Lankshear,2003

*Local Management of Schools* Ernie Cave,Cyril Wilkinson,2005-08-05 The provisions of the 1988 Education Reform Act have given many schools the turnover and responsibilities of a medium sized business The Act is certainly the most important educational legislation since 1944 and local management is the key issue requiring schools to undertake specialist functions such as budgetting and marketing never tackled before at the institutional level This book introduces some of the practical issues associated with planning and implementing new functions now being devolved to school level It will enable schools to focus on the implications of the Act and the issues it presents It stresses the need for the whole school to meet the challenge Each chapter looks at a different issue including resource management financial management budgetary preparation performance measurement the uses of information technology marketing and the school the legal context personnel management and staff selection time management and priority setting The book does aim to be a practical manual on local management but to provide a clear thinking and sympathetic discussion of the urgent practical issues now facing all schools It will be invaluable to all involved in educational management whether in schools local authorities training organisations or academic life

Vision and Values in Managing Education Judith Bell,Bernard T. Harrison,2018-05-11 Originally published in 1995 This book argues that in order to fulfil its task of moving schools and colleges forward to meet the demands of the future the management of education must be inspired by both value and vision applied to the actual management of people and resources Part 1 examines key critical issues that should guide principles of school and college management Part 2 identifies key aspects of the management and leadership of people including case studies of effective team leadership Part 3 deals with the management of all educational resources to achieve improvement and success in schools and colleges

**Routledge Library Editions: Education Management** Various,2021-07-29

Reissuing works originally published between 1975 and 1997 this collection includes books covering all aspect of managing

schools from primary to further education With an international selection of authors some volumes present case studies while others address wider areas of concern in the management of educational institutions Individual volumes concern special schools and specific types such as the grant maintained system in the UK Topics cross over from finance to staff development to politics and governance to innovation This is an excellent varied set for any education management bookshelf

Inspecting and Advising Mrs Joan Dean, 2002-11-01 Joan Dean offers sound practical guidance to advisers and inspectors at all levels This includes the development of interpersonal skills interviewing organising advisory teams and managing one's own work

**The Headship Game** Brian Fidler, Tessa Atton, 2004 Being an effective headteacher requires a combination of leadership skills What does an aspiring head need to know to win the headship game Tessa Atton and Brian Fidler focus on particular pressure points and key issues that can be particularly problematic and suggest ways of dealing with them Comparisons are made between headships and chief executive roles of other organisations and extensive examples are included from current headteachers to illustrate aspects of the job which they find most challenging The authors also examine the career of headship from application to retirement and emphasize the need to learn about leadership before becoming a head Using examples of current headship practice they suggest ways of developing good practice further Some of the issues covered in this practical guide include development of leadership thought achieving headship selecting and supporting headteachers understanding the demands of contemporary headship after headship The Headship Game will be a valuable resource for current and aspiring headteachers deputy heads and those on NPQH courses

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