



Performance Management—was yours OK?

Performance Management should now have been completed for all members except Headteachers. Two common problems have emerged. First, the use of Ofsted Gradings for PM observations and second, numerical targets set on nationally determined statistics. There are good reasons why neither of these should be used.

Ofsted gradings are aggregate scores of all round performance; Performance Management is about the achievement of specific targets. The use of an aggregate score to determine the success of a specific task is, therefore, a nonsense. Performance Management is designed to help you raise your game by addressing key, specific details, *and if you meet those targets you will progress up the pay spine.* It is

NOT about your overall performance as a teacher. However, heads are required to complete School Self-Evaluation Forms and the use of Ofsted criteria, though not required by Ofsted, may have a purpose here. And because the 3 hours of observations must cover ALL needs, it may be acceptable to use Ofsted criteria for this aspect. But that is not part of performance management; it is an entirely separate matter and the information should be kept separately. Ofsted Criteria should not be used for Performance Management.

Secondly, the use of numerical targets based on national statistics is statistically invalid. Your PM targets must be set about things over which you have control. Whilst the num-

ber of children who suffer family breakdown, bereavement, long-term illness, poor attendance etc across the nation will be statistically the same year on year because the group sample runs into hundreds of thousands, when the group size is 1000 or 30 these factors play a hugely significant role – and they are all factors outside your control. Therefore, to have your pay depending upon the luck of having a socially stable group of children for the next year is unacceptable. Such numerical targets are imposed only by people who have no grasp of statistics or are being forced to do so by others pressurising them (and that includes the Local Authority). Always challenge and register your objection to statistical targets based on national data.

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Diary Date

The next meeting of the West Oxfordshire Association will be at

5.15pm

on

Tuesday 29th

January

at

St Mary's Infant

School,

Church Green,

Witney.

Recognising how busy everyone is, we would like to invite members to stay on afterwards as our guests for a meal at 'Ask' so that you don't need to go home and cook.

ALL

WELCOME

An end in sight for Cover

Have you heard about the 'cover' changes yet? NASUWT has reached agreement with the Government that from September 2009 teachers will have in their contracts a requirement that they should rarely undertake cover. NASUWT has been

campaigning for this for **almost as long as I've been** teaching, so to have achieved that goal is a great step forward.

In the meantime, schools will be required to set cover limits for 2008/9 in line with national bench-

marking data: no more than 7½ hours in Primary and 11 hours in Secondary. **If this isn't happening in your school, please let me know.**

Geoff Branner
Acting Local Secretary

No more unpaid Primary Co-ordinators

“This achievement, along with our other successes like PPA time and cover, is a vindication of our policy to engage with the Government in Social Partnership”

For Primary colleagues NASUWT has taken another big step towards you receiving the payment for the subject co-ordination or responsibility you deserve. All RIG® partners, including Primary Heads, have signed up to the proposal that “...teachers will be expected to contribute to curriculum development by sharing their professional expertise with colleagues and advising on effective practice. This does not mean that they can be expected to take on the responsibility of, and accountability for, a subject

area or to manage other teachers’ **Responsibilities** of this nature would need to be part of a post that was in the leadership group or which attracted a **TLR payment...** By restricting what heads can expect teachers to do *without* extra payment we are **reducing the ‘wriggle room’ that has been exploited** by some to deny teachers their proper financial reward. If this **wording doesn’t solve the problem, we’ll undoubtedly** go back to tighten it still further.

This achievement, along

with our other successes like PPA time and cover, is a vindication of our policy to engage with the Government in Social Partnership rather than staying on the sidelines carping. We have pursued our goals on pay and conditions of service for our members and made progress across the board.

Ⓞ RIG – the Rewards and Incentives Group - is made up of the Department for Children, Schools & Families (DCSF), the Local Authority Employers’ organisation (NEOST), the Association of School & College Leaders (ASCL), the National Association of Head Teachers (NAHT), and teaching unions ATL, NASUWT & PAT.



I can’t let my first newsletter as your acting Local Association Secretary go out without paying a warm and heartfelt tribute to Pauline Gower.

Pauline has been Secretary of West Oxon NASUWT for 10 years and has run the branch with an efficiency I can only hope to imitate.

But beyond being Local Association Secretary, Pauline was a regular attendee of the monthly Federation meetings and acted as the Oxfordshire Federation Conference Organiser, finding comfortable and convenient hotels for the Oxfordshire Delegates to stay in: my personal favourite was the hotel she found us in Brighton!

Pauline has been a great servant of the NASUWT and of the West Oxfordshire Local Association in particular.

I’m sure you’ll all join me in thanking Pauline for her sterling service and in extending our gratitude for **the help and advice she’s** given to so many members during that time.

Conference 2008

NASUWT National Conference is in Birmingham this year. It may not sound exotic, but it is an excellent place for a Conference, as we found out 2 years ago. It starts on Easter Monday and runs through until the Thursday evening – which those of you who have already put their holiday dates into their diaries will realise is 3 days of term time. Conference Delegates are entitled to time off with pay, so if you want to be one of those delegates, please come along to the meeting and put your name forward.

Applying for Threshold

In my last report from Executive I reported that only 50% of teachers eligible to cross the threshold onto the Upper Pay Spine were now applying – even though 95% of those who did apply got through. After the general meeting I and other County Officers, will be available to discuss your application with you and to help and support you with the process. We will have the latest NASUWT threshold booklets for you to take away too, so if you are entitled to the extra money – **it’s nearly £2500** – and want guidance about how to get it, this is your opportunity.