



### **What does the Headteacher Performance Monitoring (HTPM) Committee do?**

Headteacher performance management is among the most important aspects of the role of a school governing body. The work this committee performs can be broadly split into three phases:

1. **Objectives.** We agree on meaningful, challenging but achievable objectives for the headteacher. These are aligned with the school development plan and the professional development of the headteacher. Objectives are agreed at the start of the school year.
2. **Interim meetings.** We hold regular interim meetings with the headteacher, at least one a term. We discuss current progress against the objectives, using a wide variety of data. We reflect on how objectives, process and outcomes are meeting the needs of the headteacher and the school. We also consider the need for extra support for the headteacher and the school.
3. **Evaluation.** At the end of the Summer Term we make an assessment of the headteacher's performance against the annual objectives. The committee makes final recommendations on performance-related pay.

Recent research (Jan 2014) has shown that effective headteacher performance management is an attribute of highly effective governing bodies. It is part of an on-going and wider process of working with the headteacher and all members of staff to ensure high levels of performance in the school.

The committee is supported by the School Improvement Advisor (Anne Fisher) who helps with setting the annual objectives and the assessment process.