

## Terms of Reference for the Executive Headteacher's Appraisal at the Federation of Stoke Hill Schools

Membership: Our recommendation is THREE governors, but no fewer than TWO

The panel should not include:

- The headteacher / principal
- Staff governors
- Any other governors employed at the school
- Associate members
- Governors who are members of the Appeal Committee

Members of the panel should be trained for the role and preferably have attended the specific training on offer through the Governance Consultancy Team

Members Tom Urwin, Carla Encinas, Amy Bickford

Quorum: 3 members of the panel

Agreed at the meeting of the full governing board on: **23rd September 2021**

Date of review\*: September 2022

\*These terms of reference should be reviewed annually by the Full Governing Board and when there are any changes to the Board membership

Agreed terms of reference

- To ensure that at every stage the appraisal is firmly linked to school / college improvement and the agreed criteria identified in the performance objectives;
- To work with an external adviser, appointed by the Full Governing Board to support and advise the panel during the Headteacher's appraisal process;
- To prepare for the appraisal meeting with advice from the external adviser by reviewing the objectives set for the previous year along with the Headteacher's overall performance and any challenges faced;
- To lead the Headteacher's performance appraisal meeting with support from the external adviser;
- To consider the Headteacher's learning, development & support needs and how these will be addressed;
- To advise the Headteacher of the standards against which the performance will be assessed during the coming year;
- To make recommendations by 31<sup>st</sup> December in relation to any pay progression, in line with the School Teachers' Pay and Conditions Document, to the governing board committee with delegated responsibility for decisions on pay;
- To set the objectives for the coming academic year;
- To agree with the adviser a written report of the appraisal process for the Headteacher as soon as is practicable;
- To undertake a review meeting after 6 months to consider the progress towards meeting the objectives and whether they need to be amended as circumstances have changed.