

Don Case, Head teacher of Newhay Primary School in Rochdale, signed up to receive Identifit following hearing about it from his Local Authority. He was struggling with implementing performance management within the school and their latest audit showed that not enough opportunities and feedback were given to non teaching staff.

Don attended the Identifit training session held at the LA and acted as the organisational champion for the tool. He organised twilight training sessions for both teaching and non teaching staff and gave them a list of the questionnaires they should complete within the system. Following the sessions, the staff completed their questionnaires and booked in a meeting with their line manager to discuss and validate the results. The staff then used the action planning function to create an individual development plan.

Don said about the tool:

*'The system is really simple to use and easy to access, because its web-based. The staff can even access it from home if they want to, which made it easy to fit in with our busy schedule.'*

*The tool is very flexible and it's excellent how the standards are updated as new ones come on board; It really helps the school to keep up to date; For example when the new teaching standards were released.*

*STAR worked with the LA to make the tool bespoke to Rochdale and it therefore included*



*questionnaires against our role descriptions, which was very useful for analysing where people were against the different levels.*

*Completing the questionnaires has built the confidence of a lot of the staff. Some of the staff who lacked self esteem in their role, found that they could do more following the assessment by questionnaire and the discussion with their line manager. Future planning also helped.*

*The graphs actually provided the evidence requirements needed to demonstrate that the school manages performance effectively. We are now planning for all staff to undertake the questionnaires annually as a minimum. As the system holds previous data, we will be able to compare improvements in the graphs from one year to the next. This will help with the school improvement plan and providing evidence for OfSTED.'*

For more information regarding this online tool please contact STAR using the details below.

