



## **edLead Consulting**

### **Personalised Appraisal - In The Driver's Seat**

#### **PURPOSE**

We know that agency and autonomy contribute to motivation and engagement.

We recognise that although appraisal is a requirement, the real value is in growth and development.

Our new approach is: personalised, responsive to needs and focused on improving rather than proving performance.

It meets requirements and is fit for purpose for the different stakeholders.

It provides more space for development and support through coaching.

***Select from our pre planned tour guide or navigate your own journey***

#### **PRE-PLANNED OPTIONS**

##### **Option 1**

Performance agreement set-up with consultant

Multiple perspectives feedback survey

End point review & annual appraisal summary report

\$1700 +GST

##### **Option 2**

Performance agreement set-up with consultant

Mid point review & report

Multiple perspectives feedback survey

End point review & annual appraisal summary report

\$2500 +GST

##### **Option 3**

Add coaching sessions to option 1 or 2

\$225 + GST per session

## NAVIGATE YOUR OWN JOURNEY

COMPONENT	OPTIONS
<p style="text-align: center;"><b>PERFORMANCE AGREEMENT</b></p> <p>*Must have *Presented on our edLead performance agreement template</p>	<ol style="list-style-type: none"> <li>1. Principal writes their own goals &amp; shares it with a consultant via Google docs for feedback \$150 + GST</li> <li>2. Principal writes their own goals with the support of a 1.5 hour coaching session with a consultant \$300 + GST</li> <li>3. Principal meets with a consultant &amp; BOT Chair. The consultant develops the P.A. &amp; shares it back with the Principal &amp; BOT Chair \$550 + GST</li> <li>4. A PLG of Principals have a 2 hour group coaching session with a consultant to begin framing their P.A. Maximum - 6 \$550 + GST</li> </ol>

COMPONENT	OPTIONS
<p style="text-align: center;"><b>MID POINT REVIEW</b></p> <p>*Optional</p>	<ol style="list-style-type: none"> <li>1. Face to face mid point review with BOT Chair &amp; a consultant. Consultant produces a summary interim report. 2-3 hours \$900 + GST</li> <li>2. Skype mid point review with a consultant. Consultant produces a summary interim report. 2-2.5 hours \$700 + GST</li> <li>3. Face to face mid point coaching session based on the Principal's reflections against their goals expected outcomes. Support for the Principal in preparing to share their own progress with the BOT Chair. 2 hours \$500 + GST</li> <li>4. Skype mid point coaching session based on the Principal's reflections</li> </ol>

	<p>against their goals expected outcomes. Support for the Principal in preparing to share their own progress with the BOT Chair. 1.5 hours \$300+ GST</p>
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COMPONENT	OPTIONS
<p style="text-align: center;"><b>COACHING</b></p> <p>*Highly recommended</p>	<ol style="list-style-type: none"> <li>1. 1.5 hour coaching sessions in relation to the Principals leadership goals e.g. end of term 1, term 2, term 3. Principal self-reports progress to the BOT Chair as a result of these sessions. \$225 + GST per session <b>3x</b> <b>1 in term 1</b> <b>1 in term 2</b> <b>1 in term</b></li> <li>2. Shadow Coaching- observation &amp; feedback on leadership in action based on self-selected areas. <i>“Shadow Coaching is a specific and advanced application of coaching based on observation and feedback from the coach, with reflective practice by the client - whether individuals or groups”</i>. The Forton Group Cost to be negotiated.</li> </ol>

COMPONENT	OPTIONS
<p style="text-align: center;"><b>MULTIPLE PERSPECTIVES</b></p> <p>*Must have *Could happen at the mid point review &amp;/or end review *You could select multiple options</p>	<ol style="list-style-type: none"> <li>1. Full 360 digital survey; staff, BOT, self. This survey is our edLead standard Professional Standards, communication &amp; personal accountability &amp; values survey. \$225 + GST</li> <li>2. A co-constructed digital survey for staff that is tailored to gather feedback in relation to the Principal's goals. Scope to be decided.</li> </ol>

\$450 + GST

3. Professional standards digital survey & tailored questions for staff & board to gather feedback in relation to the Principal's goals.

\$300 + GST

4. Tailored digital survey for staff & board to gather feedback in relation to the Principal's goals & the edLead communication & personal accountability & values survey questions.

\$300 + GST **End of year**

5. As part of the onsite mid or end point review a consultant will facilitate face to face, 1-1 or small group feedback interviews with staff, board &/or community in relation to the Principal's goals. Questions co-constructed.

\$450 based on 6 individual interviews. Actual cost based on individual requirements.

6. An edLead standard digital survey for the BOT in relation to the Principal's performance & communication.

\$200 + GST

7. The Principal gathers their own perspectives as part of their evidence collection.

No cost

8. A consultant will facilitate a face to face feedback session with a group(s) of students in relation to an area of the Principals goals.

Cost to be negotiated

9. A consultant will facilitate a face to face feedback session with a focus group of parents in relation to an area of the Principals goals.

Cost to be negotiated.

COMPONENT	OPTIONS
<p style="text-align: center;"><b>END POINT APPRAISAL SUMMARY</b></p> <p>*Must have *Must include Professional Standards, Standards for the Teaching Profession &amp; Career Steps, evaluation of goals &amp; evidence</p>	<ol style="list-style-type: none"> <li>1. Principal meets face to face with a consultant &amp; BOT Chair. The consultant completes the appraisal summary report. 2-3 hours \$1050 + GST</li>   <li>2. Skpe meeting. The consultant completes the appraisal summary report. 2-2.5 hours \$900 + GST</li> </ol>