



Performance Management in Education: Improving Practice (Published in association with the British Educational Leadership and Management Society)

By Jenny Reeves, Pauline V Smith, James O'Brien, Harry Tomlinson, Christine Forde



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'This book makes an important contribution to the debate on how school and individual performance may be enhanced. It would be of value to any teachers, education manager or academic who is interested in the issues of improvement in school performance'- *Scottish Educational Review*

'....there is much to commend this book. The diagrams are very clear and 'lift' the text so that creative thought, rather than mere comprehension, becomes possible'
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Managing the performance of staff has become a key concern in education. It is a controversial area with a number of approaches based on very different assumptions. This book provides an overview of some of the key issues in developing professional performance and examines critically some of the strategies that can be used to enhance it.

- The first section of the book sets out the development of performance management.

- The second section deals with theoretical issues.
- The third section adopts a case study approach mapping out and critiquing a range of strategies that can be used to improve performance.
- Current issues such as work-based learning, performance related pay, the assessment of performance and the use of standards are examined.

Performance Management in Education is a valuable resource for practitioners, those involved in professional development, and academics in the field of school leadership and administration.

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- Published on: 2002-05-10
- Released on: 2012-08-21
- Format: Kindle eBook

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Editorial Review

Review

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About the Author

Jenny Reeves has worked in the field of Continuing Professional Development, with a particular focus on leadership and management, as both a lecturer and a National Development Officer for the Scottish Qualification for Headship. She is currently Director of CPD at the School of Education and teaches on the Chartered Teacher Programme, MEd. Professional Enquiry in Education, as well as leadership and management modules offered on the MSC Professional Enquiry.

Jim O'Brien was a secondary school teacher of history and a Principal Teacher (Guidance), teaching in comprehensive schools in the west of Scotland, before taking up a career in higher education. He then worked in St Andrew's College of Education, Glasgow as lecturer, Director of In-Service, and Assistant Principal (Educational Development). Appointed to Moray House Institute of Education in 1993 as Vice Principal, he became the permanent Vice Dean of the Moray House Faculty/School of Education in 1998 when the Institute merged with the University of Edinburgh. He was also Director of the Centre for Educational Leadership (CEL) and Head of School from 2007 in The Moray House School of Education, The University of Edinburgh. He held a personal Chair in Leadership and Professional Learning until 30th September 2009 when he retired. He continues to research, write, lecture and offer consultancy in an Emeritus capacity.

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