



# NUT News

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THE LARGEST TEACHERS' ORGANISATION IN EUROPE

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# LIMIT ON DROP-INS DROPS OUT!

A limit on 'drop-in' classroom observations was included in the first draft of the model performance management policy from the Rewards and Incentives Group (RIG).

In the model policy finally agreed by the RIG the provisions for a limit has disappeared.

According to the new RIG model policy, "heads have a right to drop-in to inform their monitoring of the quality of learning". The RIG model sets no limits to unannounced drop-in observations of lessons. One of its proposed options contemplates drop-in observations by the head teacher, supported by other members of the leadership team.

The elimination of the limitation to drop-in observations and its replacement by an assertion of the right of head teachers to drop-in whenever they wish and as often as they wish is a complete reversal of policy by the RIG.

## NUT MODEL POLICY

The NUT's model performance management policy, which has equal status to that of the RIG's, is in sharp contrast with that of the RIG. It precludes unannounced 'drop-ins' for the purpose of evaluating teaching and performance management. It limits visits to classrooms to fulfil such statutory purposes to three per teacher in each performance management cycle.

## CONSULTATIONS

The Government's Performance Management Regulations in England come into effect on 1 September 2007 for teachers and 31 December 2007 for head teachers.

The NUT's model performance management policy has been sent to NUT school representatives, head teachers and chairs of governing bodies. Schools are required to consult on the new performance management policies which they must establish. The NUT's model is designed, in particular, to address issues of workload and work-life balance and to ensure teacher professionalism.

NUT school representatives and members generally are urged in those consultations to seek the adoption of the NUT's model.

## NUT General Secretary, Steve Sinnott, said:

*"Only the NUT has declared itself to be opposed to unlimited, 'drop-in', observations of lessons. The NUT is the only teachers' organisation to specify its opposition to unannounced visits from head teachers for performance management purposes.*

*The NUT's model performance management policy is an integral part of its campaign to reduce workload and impose a reasonable work-life balance. I urge you to promote its adoption in your school."*

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