

“ Learning gives creativity, Creativity leads to thinking, Thinking provides knowledge, Knowledge makes you great. ”

– Dr. A.P.J. Abdul Kalam



A 23 member team started for a learning expedition to University of Reading for a Performance Management Training from 4th-10th June, 2016. The members included the Directors, Managers and Principals of reputed schools of Rudrapur and Haldwani.

After two days of fun in London on 4th and 5th June, the group headed to the University of Reading for a three day conference.



On 6th June, **Mr. Tony Macfayden**, in his opening session, shared his views on Performance Management and Implementation. He focused on staff retention, mentoring & staff Development. He also highlighted the parameters for staff performance and promotions.

The second session on Self Evaluation was taken up by **Ms. Sarah Martson**. She apprised the participants with the system existing in UK. She focused on Data Dashboard, SIRSA analytics, School improvement plan and also talked about sharing best practices.

On 7th June, **Mr. Chris Turner** threw light on importance of 'Leading from the Middle'. The session focused on improving classroom pedagogy through partnership.



On 8th June, **Mr. Joe Harper** from UTC Reading shared with all participants the SEF of an outstanding school. She laid stress on regular observation, school vision and character building of students. Sharing resources across schools (IT, specialized staff, purchases etc) is the latest concept in education.

On 9th June, the school leaders headed towards different schools in UK. They met the school leaders, faculty, students and tried to get a hold on the school functioning and systems. They had the opportunity to visit the classes and see the pedagogy. All participants found it to be very enriching experience and had many take-aways which they felt could be implemented in their schools.

A special session by **Dr. Karen Jones** marked the conclusion of this Principal Leadership Programme. She gave the tools of performance management to the participants and also highlighted on various reasons for failure in managing performance. It was an eye opener for the participants to know that there are scientific ways to approach towards managing performance in schools.



The last day was spent at London and participants ventured to have glimpse of the breathtaking sites for which London is famous. The group members came back to India with the desire, hope and determination to implement the learnings from this Principal Leadership Programme in their respective schools.