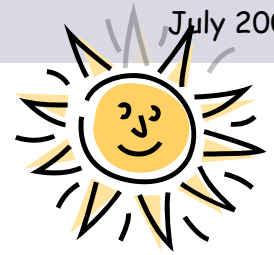


# Broadband



News from the South East Regional Office

## We're in it to win it!

### Innit?

So said Steve Sinnott, General Secretary, (well not the last bit) at the recent briefing at Hamilton House for Division Secretaries.



He was talking, of course, about the Union's national salaries campaign, building to a national ballot with the prospect of national action on pay for the first time in more than 20 years.

As the GS has pointed out, teachers' pay has been subject to cycles of "boom and bust" for more than 30 years and it is about time that this was stopped. If education is a priority of Government, of whatever complexion, then teachers deserve to be paid a decent salary on a sustained basis.

The importance of this campaign is not in doubt. Particularly in the South East, we are well aware of the difficulties all teachers, but particularly young teachers, have in finding affordable accommodation and maintaining a reasonable standard of living.

This is an opportunity also for us to raise the profile of the Union and build membership as well as activity and involvement.

**HQ Circular 07-101 asks Associations and Divisions to contact schools and members seeking personal views and experiences**

about the pay situation. Please keep Regional Office informed as to the responses and reactions you get and let us have copies of any information you receive.

Please let us have also copies of any campaign material you produce so that we can share good ideas and good practice.

Members are also asked to get involved on a personal level, writing to and emailing MPs, local politicians etc. The Union's website provides both model letters and an easy way of joining the "email your MP" campaign. They can also take part in the "straw poll" and tell their own stories on the website.

### Autumn Term Recruitment

Hopefully you are all geared up to maximise in particular NQ recruitment next term.

Please let Regional Office know of any recruitment events so that we can be at as many as possible. Let us have also copies of any recruitment materials you provide, good ideas you wish to share etc so that we can circulate and praise you appropriately!

We will also be looking for your usual, and more, assistance with student recruitment events in your area - no peace for the good!

In the meantime, have a wonderful and well deserved summer break - we look forward to seeing you reinvigorated, refreshed and raring to go to make 2007/8 a bumper year for membership, campaigning and FUN!

## Workload Campaign



At the same time as building the salaries campaign, we are also involved in a major national workload campaign. The emphasis

is different, focussing on individual schools and their particular issues, but the significance of this as part of a national campaign is nonetheless crucial.

As with TLRs, it is an issue for members in schools with support from Division and Local Officers as necessary. However, it is also important that Divisions and Associations are proactive in building the campaign. We need to see members successfully taking action in some schools in order to encourage others to address their problems. We would ask each Division to target a small number of schools, perhaps those where membership is strong or where there is a particular workload issue of which you are aware, to get in and meet with members with the aim of getting some action off the ground.

As explained at the Div Secs briefing, there is a fast track procedure for authorising indicative and formal ballots in schools with workload problems, so let's have some requests for them!

## Performance Management Problems:

### Targets and Objectives

The difference between targets and objectives isn't always understood by Heads who insist on including statistical targets in teachers' performance management objectives.



In presenting the case on behalf of members, it is helpful to be armed with some arguments. To identify the difference

between targets and objectives, we should be arguing that, while a school can set targets for the improvement in pupil performance, the teacher's objective is to assist the achievement of that target by ... That is the true meaning and intent of objectives.

The whole point of performance management is to manage performance in such a way that it contributes positively to the school's aims, including its targets, hence our emphasis on the need for the performance management process itself to reflect that point, not just repeat or impose irrelevant and unhelpful statistical targets.

## Drop Ins



... are not part of performance management. As with any classroom observation, there should be clear protocols governing how drop-ins are organised and for what purposes within the school.

Staff should be notified when the Head, or another member of senior management, intends to drop in and for what purpose. Drop ins should be essentially to educate the Head and Senior Management about what is going on in the school, not about checking up on teachers. The importance of feedback from any drop in sessions must be stressed, so that staff are not left wondering what the Head thought s/he saw going on in their lesson.

Obviously, if matters of concern arise from a drop in session, then these need to be raised openly with the member of staff with a view to getting the teacher's point of view and agreeing how to deal with any problem in a supportive and constructive way.

