



London Diocesan Board for Schools

Headteacher Appraisal

We have received a number of enquiries from heads and governors about arrangements for the appraisal of headteachers from September 2006 onwards.

The requirement under the appraisal regulations for the headteacher appraisal process to include a source of external advice will continue. Up until this year governors were required to make use of an External Adviser, whose services were managed by Cambridge Education. The Government has planned that in the future every school will have appointed a School Improvement Partner (SIP), one of whose roles will be to offer the advice previously supplied by an External Adviser.

The Government's contract with Cambridge Education finishes at the end of the current school year but the money that was made available centrally by the DfES to pay for the External Adviser has been devolved into school budgets from 1st April 2006.

The SIP programme is being rolled out across all local authorities but this phasing means that not all schools have an accredited SIP in place for the next round of headteacher appraisals. The DfES has indicated that all schools will have an allocated SIP by 2008.

In the interim, until such time that a school has an allocated SIP, the governors will be required to buy in external advice for the headteacher appraisal process. People suitable to offer appropriate advice include link advisers, education consultants or external advisers who were employed by Cambridge Education (CE). The DfES advice notes that *'The fact that someone provided a particular school with external advice on head teacher appraisal through the CE contract is not a bar to the school employing that person directly as an external adviser for the 2006 round and/or later rounds. This applies irrespective of how long the person acted as an external adviser through the CE contract'*.

Further information is available from the Public Enquiry Unit, DfES, Castle View House, East Lane, Runcorn, WA7 2GJ. 08700 000 2288
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