

## **Redborne Upper School Deploys Paragon to Enhance Performance Management For Staff and Assessors**

*By Vantage Technologies*

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*Innovative online training tool streamlines Continuous Professional Development and supports school improvement*

Redborne Upper School has deployed Paragon, an online Continuous Professional Development (CPD) tool, to enhance the ongoing teacher training and performance management process for the school's staff and their assessors.

Developed by CPD and performance management specialists Vantage Technologies, Paragon supports teachers' development and training requirements by allowing them to record evidence of their training in an easy-to-access e-portfolio, and their mentors to access and monitor the evidence to provide feedback on their progress.

A key benefit of Paragon is its accessibility. With all CPD information stored in a single location and securely accessible over the Internet at any time by both mentors and staff, performance and development is easier to monitor and manage. Subsequently, the appraisal process is continuous and more effective, and the overall standards of teaching and learning are boosted.

Paragon enables schools to follow recently revised professional standards for performance management more closely. Staff can log evidence of their performance and ongoing training in support of meeting the standards. Being able to rate themselves against the standards means teachers are more aware of their professional development needs, they can then create an action plan based on these needs, making training more focused. Furthermore Paragon's unique Idea's Generator feature allows them to access its library of resources to assist them in creating their action plans.

Nigel Croft, head teacher at Redborne Upper school, said: "Paragon helps individuals to understand their strengths and weaknesses and make more informed decisions about their training needs. It also gives mentors and the school a clearer picture of trainees' progress, enabling us to offer more targeted in-house training by matching their skills to a training need.

"Reports can also be generated in Paragon to see how the department, or school, is progressing, and head teachers can use the this evidence to demonstrate achievements during inspections. This system will really support school improvement and it's something I would strongly recommend to all schools."

Traditional performance management meetings are held annually and only allow an hour to discuss the teacher's previous and the following years' targets. John Gunn, director of Redborne Training School, explains: "This traditional system is fraught with problems; for some it's the only time they talk to their manager about their targets and achievements and as it's paper based there is no transparency or easy way for senior managers to understand CPD needs or targets across the school.

"Paragon helps people at all levels see performance management as a continuous process so discussions at meetings between teacher and reviewer are much more focussed as both parties understand where the member of staff is in relation to their targets."

Successful initial trials of Paragon mean it has gone live to around 100 Redborne teaching staff; it will be rolled out to the remainder of school staff including, teaching assistants, laboratory assistants and admin assistants later in the year.

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#### Vantage Technologies Limited

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