



# Self Assessment for Staff

Governors — CEL Workshop UCU Dec 10<sup>th</sup> 2007

- What is Self Assessment?
- Why have it?
- How do you do it?
- What is the role of the Staff Governor?

# [ What is Self Assessment? ]

- Self assessment is a ***continuous process*** that ***evaluates performance*** and ***enables continuous improvement***
- ***Learner outcomes*** are at the heart of self assessment
- In governance it addresses the performance of both the ***college*** and the ***board*** (***individually and collectively***)

# [ Why have Self Assessment? ]

- to *improve Board and College performance in meeting the needs of learners*
- to demonstrate **value** for use of public funds
- to *lessen* the need for **expensive and bureaucratic external regulation and intervention**
- to meet, amongst others, the requirements of the **Common Inspection Framework**, the **Framework for Excellence**

# How should Governors carry out Self Assessment?

- Individually and collectively
- By using an agreed framework e.g. the Common Inspection Framework and/or the Framework for Excellence
- Through use of questionnaires and responses to external reports
- By discussion and evaluation – continuously and at away days
- By peer reference
- By applying the 7 standards of public life
- Rigorously and evidence-based
- Supported by an explicit Quality Improvement Plan

# What is the role of the Staff Governor in Self Assessment?

- As a representative of staff
- As someone who is directly involved in the day to day activities of the college and contact with the learner
- As a source of additional evidence and advice to fellow governors
- As an individual and accountable governor in her/his own right

# Key Attributes of effective Governance

- Being a critical friend
- Being rigorously self critical
- Being committed to open and honest performance appraisal and continuous improvement
- Communicating – with staff, students, governors and stakeholders
- Staying informed and up to date
- Committing to training and continuous professional development