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Enhancing Performance Management in Schools: A Model for Effective School Management

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Abstract

Performance management as a management process is designed to link the organizational objectives with those of individual employees in such a way as to ensure that the individual and corporate objectives are as far as possible met. It is a systematic process of planning work and setting expectations, continually monitoring performance, developing the capacity to perform and periodically rating performance. Performance management involves taking desirable and effective actions that serves as a critical link between a schools work output and outcomes aimed at facilitating achievement of efficiency and effectiveness. Managers must also interact with a variety of colleagues, peers, and co-workers inside the organization. Understanding attitudinal processes, individual differences, group dynamics, intergroup dynamics, organization culture, and power and political behavior can help managers handle such interactions more effectively. This paper was based on library research where literature concerning performance management was reviewed. Based on KPIs theory, the paper seeks to define performance management, explain the four main stages of performance management. Explain features of a successful performance management system and finally give suggestions on how schools can improve their performance by adopting a successful performance management model.

Key words- Performance Management, Effective Management, Performance Indicators

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