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PERFORMANCE MANAGEMENT

The Road to Improvement

Sue Richards – Together for Children – September 2010

What is performance management for?

- Knowing where you are
- Learning from others
- Planning for improvement
- Listening to what families want
- Improving life chances
- Measuring progress

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What do we know? From C4EO

Risk & resilience in early childhood

- Key risks include poverty, poor early care, poor sibling r'ships, illness & disability
- Poverty impacts on young children's health & safety
- Support during transition is crucial –esp EAL
- High quality pre-school care is particularly beneficial for poor children
- Workforce development is crucial for improving quality
- Maternal education & parental involvement protect
- Good home learning environment protects
- Tangible family support at key moments

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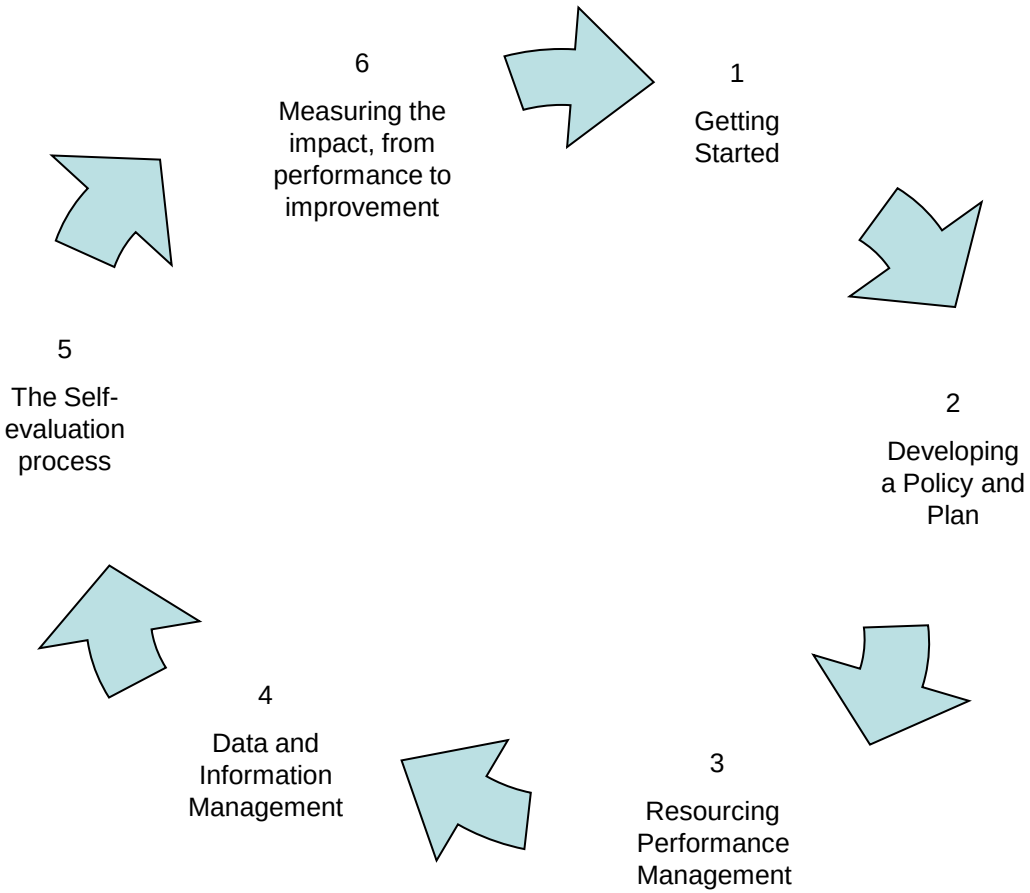
Performance Management Cycle



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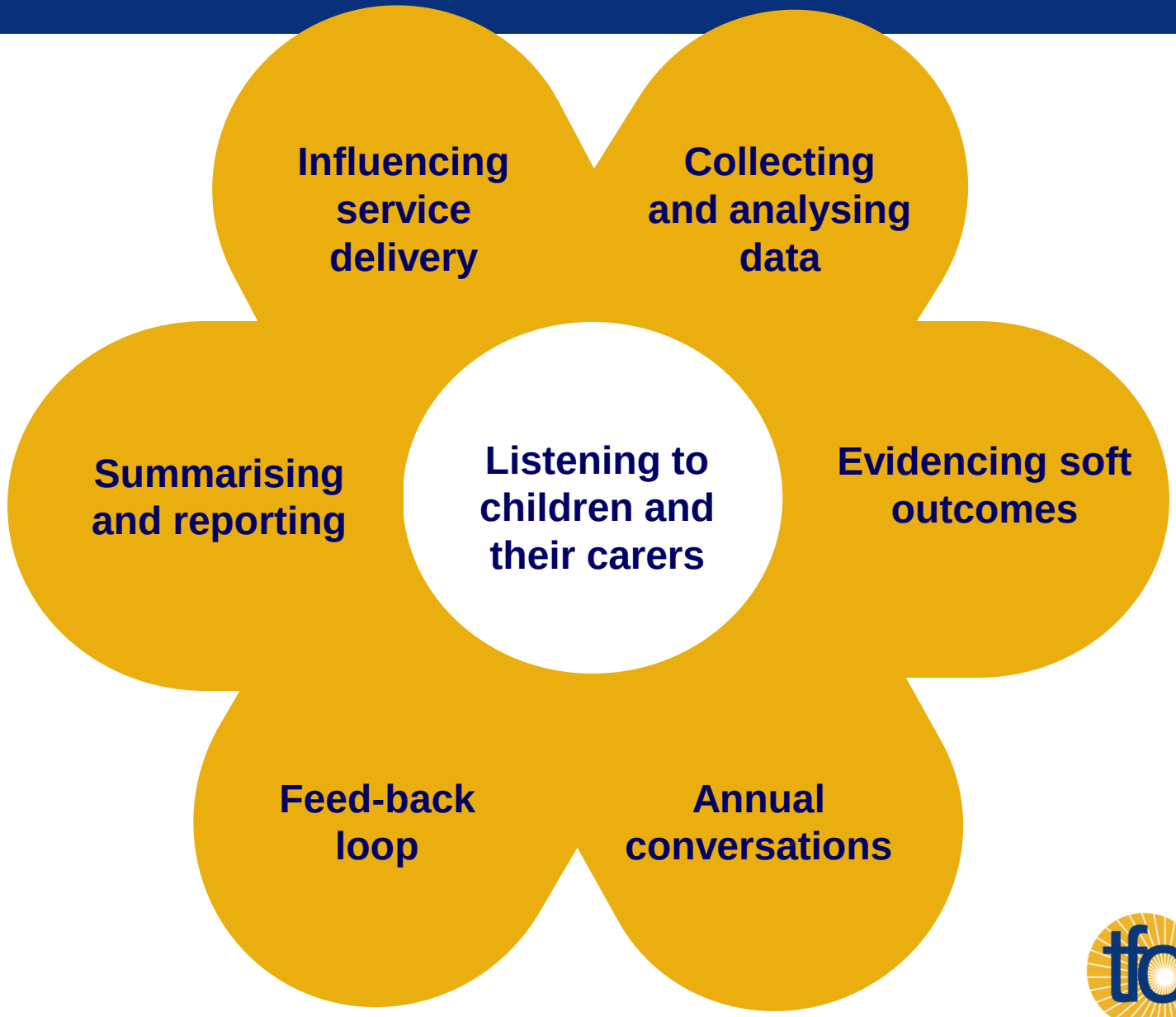
Performance Management Cycle



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TfC Support

- Key theme for last six months of TfC contract
- Developing hard data; collating soft outcomes; managing the process
- Contact and satisfaction
  - Calculating percentages
  - Reaching the most needy
  - Consulting whole populations
  - PAOR/Ofsted SEF
- Key current issues
  - Meeting the sufficiency duty
  - Developing local indicators
  - Making the best use of resources
  - Dealing with uncertainty

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TfC tool-kits

- **Performance Management; Demonstrating Outcomes – using the data; Commissioning**
- **Principles**
- **Cycles of improvement**
- **Step by step processes**
- **Clear case studies and examples**
- **Links to specialist web-sites**
- **Top tips**
- **Glossaries**

- **www.childrens-centres.org.uk**

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