

I. to improve
management of
institutions. xv. to



**ASSIGN
BUSTER**

i.

To assist teachers in their professional development and career planning. ii.

To assist those responsible for making decisions about the management of teachers. iii. To improve the quality of education for students.

iv. To assist teachers to realize their potential and to carry out their duties more effectively. v. To provide judgment to support promotions, demotions, transfers, confirmation or termination. vi.

To provide feedback to staff about their behaviour, attitudes, skills or subject-expertise. vii. To have clarity of institutional goals and objectives, requirements of a job and how a job relates to overall institutional aim and needs.

viii. To assist teachers to understand their strengths and weaknesses vis-a-vis their jobs. ix. To recognise the achievements of teachers and help them to identify ways of improving their knowledge, skills, attitudes and ultimately performance. x.

To help educational managers and teachers to determine whether a change of duties would help professional development of teachers and improve their career prospects. xi. To identify appropriate staff development programmes. xii.

To provide guidance, counseling and training to teachers, if necessary. xiii.

To provide a data-base for the institution. xiv. To improve management of institutions. xv. To validate selection procedures.

xvi. To evaluate previous staff development programmes. xvii. To provide an opportunity to staff to tell management whether its systems or the lack of them hinder good classroom and/or institutional performance. In short, PA is a tool to facilitate growth, development, efficiency and effectiveness. These objectives of PA can be broadly classified into two categories: (a) PA with judgmental orientation focuses on past performance and is mainly concerned with measuring and comparing performance and with the use of the information generated.

(b) PA with developmental orientation focuses on the future and uses information from evaluations to improve performance. A manager with developmental orientation to PA should focus on targets for the employee; eliminate obstacles or problems hindering performance and staff development programmes.