

Building a centralised Appraisal and CPD system with Frog

HOW IT BEGAN

Finham Park Multi Academy Trust (FPMAT) was formed collaboratively, ensuring every school within was given a voice. With MAT leaders operating outside of the school environment, centralisation of resources was key to their development planning. Bernadette Pettman, FPMAT School Improvement Leader explains:

"We wanted to find a way in which people could communicate and share information, that could be administered with a single system."

In 2017 FPMAT joined forces with Frog to implement **FrogConnect**, a communication and collaboration portal that connects each MAT school to a central hub.

FPMAT worked with their headteachers and teachers to map out numerous scenarios to discover who needed to see what information, when and how.

"This approach helped the schools to become engaged and excited about what we were trying to achieve, and hugely enriched our discussions with Frog" adds Bernadette.

Testament to the partnership, when Bernadette considered the merits of hosting a centralised appraisal and CPD system in Frog, she was again able to articulate their specific needs to support the development process.

THE DEVELOPMENT BRIEF

Appraisal System

- ▶ The system would replace paper-based appraisals, enabling everyone to maintain records digitally.
- ▶ Teachers would be given a facility to upload examples of their best work on a regular basis, with an aim to make appraisals an ongoing dialogue and more meaningful.
- ▶ There would be access control so that line managers would oversee team appraisal records, individuals would be able to access and manage their own profile and administrators would oversee everything.

CPD System

- ▶ A programme would be run centrally by FPMAT administration, giving everyone access to the same CPD information at the same time.
- ▶ Enables schools within FPMAT to develop and share their own CPD programmes for the benefit of everyone within the MAT.
- ▶ People would easily be able to view and register for CPD events and upload feedback for others to benefit from their learning.
- ▶ CPD information would need to be easily collated, analysed and updated.

The results

FPMAT recently launched the new Appraisal and CPD system to all schools within the trust and the feedback was most complimentary. The time spent on getting the detail 'just right' has again proved to be a successful formula for FPMAT, as Bernadette concludes:

"I was blown away by the response on launch day, people have said they see the system as much more professional and reliable. It simply does everything we want it to do!"



CASE STUDY

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the frog academy

Ready to use **Appraisal and CPD**
system powered by **FrogLearn**

We are delighted to be able to offer the Appraisal and CPD system as a solution that has been developed for **The Frog Academy**. It fits our model as a school-led development that will now benefit several schools as we share with all **FrogLearn** customers.

- ▶ Ideal for HR departments and centralised administration teams
- ▶ Priority setup for members of The Frog Academy
- ▶ Training packages available



If your school would like to commission a development project, please get in touch to discuss...

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"Hosting one CPD event used to take 5 days to organise and administrate. The Appraisal System in FrogLearn enables us to share a CPD catalogue and manage individual development in one place, minimising administration across the MAT."

Bernadette Pettman,
Finham Park MAT