



## Sample Faculty & Staff Aggregate Report

## TALENTEL PROGRAM

The impact of an Education Institution can only be as effective as the individuals who are a part of it. An individual can create positive changes in the school and in the lives of students. Research has shown that individuals with a strong positive attitude about teaching and high level of satisfaction about their performance, are directly correlated to increased student achievement and self-esteem in schools. Individuals not only play the role of educators, but that of role models as well.

For effective talent management of faculty & staff members, the need of the hour is a robust performance management methodology. So far, schools have evaluated the performance of individuals using procedures that are superficial, perception-driven and relatively unstructured. There is also considerable variance in faculty & staff quality under the current systems of evaluation and appraisals.

Understanding the fundamental need for boosting faculty & staff morale and improving capabilities, Talentel aims to fill in this lacuna through its unique Talentel Program. At the end of the program, faculty & staff members have clarity on role and expectations from the school, better understanding of themselves, their performance, potential and areas of development.

### **Performance: Goals**

To enable schools to improve their efficiency it is necessary that every stakeholder is aware of the overall vision of the school. Therefore, having a Performance Goal-Sheet helps to keep an objective approach in achieving individual goals which are in sync with institutional goals. The aim of a Performance Goal-Sheet is to empower educational institutions to deliver quality education and allow individuals to set specific, measurable, achievable, relevant and time-bound goals which help them improve their performance year on year, ultimately leading to an improvement in the overall performance of the institution.

### **Potential: Competencies**

Potential is the latent abilities or qualities in individuals that may be developed to lead to future success. The Talentel Potential Assessment measures the talents and abilities of the faculty & staff members based on the institution's Competency Framework. This framework includes In-Classroom Observations, Reviewer, Peer, Student and Self-Feedback with the pre-defined Competency Framework as the benchmark. The Potential Assessment will be beneficial to individuals in understanding their strengths and areas of development with respect to each of the competencies.

## What this Report Offers:

### Part 1: Overall Analysis

This section provides a summary of the school on the basis of the Talentel Code, Goals (Performance) and the Competencies (Potential) observed

#### Section A: Talentel Code (Overall Profile)

This provides a summary of the faculty & staff members overall Talentel Code from the clusters of Creator, Nurturer and Enabler

#### Section B: Performance: Goals Summary

This provides a summary of the Goals that have been scored the highest and those that have been scored the lowest

#### Section C: Potential: Competencies Summary

This provides a summary of the Competencies that have been scored the highest and those that have been scored the lowest



### Part 2: Performance - Potential Matrix

This section defines high and low performing faculty & staff members based on their Goals (Performance) and Competencies (Potential) scores



### Part 3: Institutional Development Plan

This section comprises of an Institutional Development Plan to develop the low performing Goals (Performance Criteria) and Areas of Development (Competencies)



## Part 1: Overall Analysis

Section A: Talentel Code (Overall Profile)

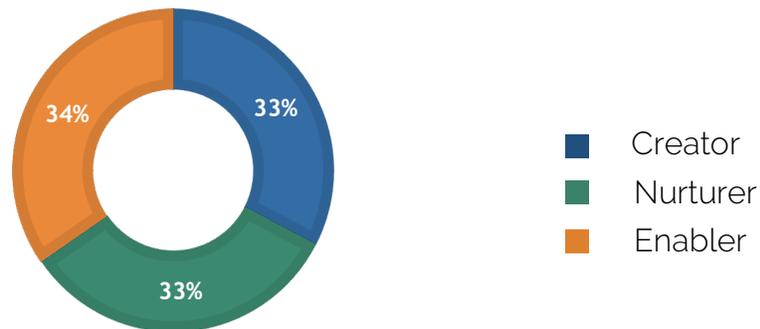
Section B: Performance: Goals Summary

Section C: Potential: Competencies Summary

## Part 1: Section A: Talentel Code (Overall Profile)

Faculty: Talentel Code (Overall Profile) 2.6/4.0

Following is the distribution of Creators, Nurturers and Enablers in the school:



### CREATOR



**Creators build and adopt new methodologies to make learning more effective and impactful**

- They foster creativity and innovation in their teaching methods
- They constantly update their subject knowledge with developments in the industry
- They customise their curriculum to enhance student learning

### NURTURER



**Nurturers foster an environment that helps the students and institution grow, develop and succeed**

- They understand different learning styles of students and adapt their teaching to it
- They engage well with peers and work effectively in teams
- They effectively address the needs of various stakeholders involved in the school

### ENABLER

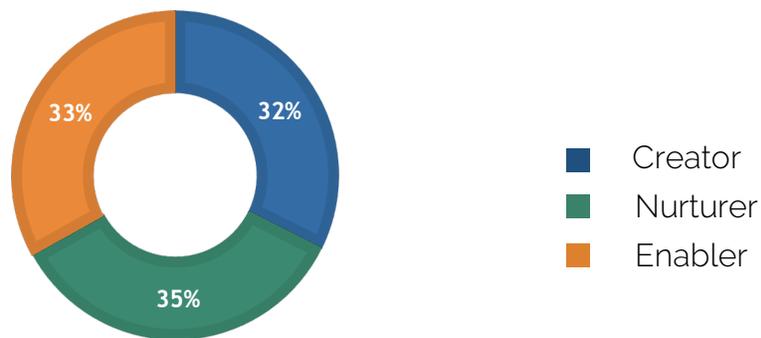


**Enablers keep things organised and well managed while adhering to commitments and timelines**

- They promote the sharing of ideas and knowledge to encourage student interaction
- They adapt their behaviour to changing situations or circumstances around you
- They multitask efficiently and are keen to achieve the best results for the school

Staff: Talentel Code (Overall Profile): 2.1/4.0

Following is the distribution of Creators, Nurturers and Enablers in the school:



**Creators build and adopt new methodologies to make work simple and effective**

CREATOR



- They analyse work related issues in a systematic and timely manner
- They constantly update their domain knowledge with developments in the industry
- They are quick at solving issues that come up in their daily activities

**Nurturers foster an environment that helps the institution grow, develop and succeed**

NURTURER



- They engage well with their peers and work effectively in team settings
- They keep a track of all external factors that influence the functioning of the organisation
- They address the concerns of those around them and are always ready to support them

**Enablers keep things organised and well managed while adhering to commitments and timelines**

ENABLER



- They evaluate risks while making decisions about work and do not change them often
- They adapt their behaviour to changing situations or circumstances around them
- They multitask efficiently and are keen to achieve the best results for the organisation

## Part 1: Section B: Performance: Goals Summary

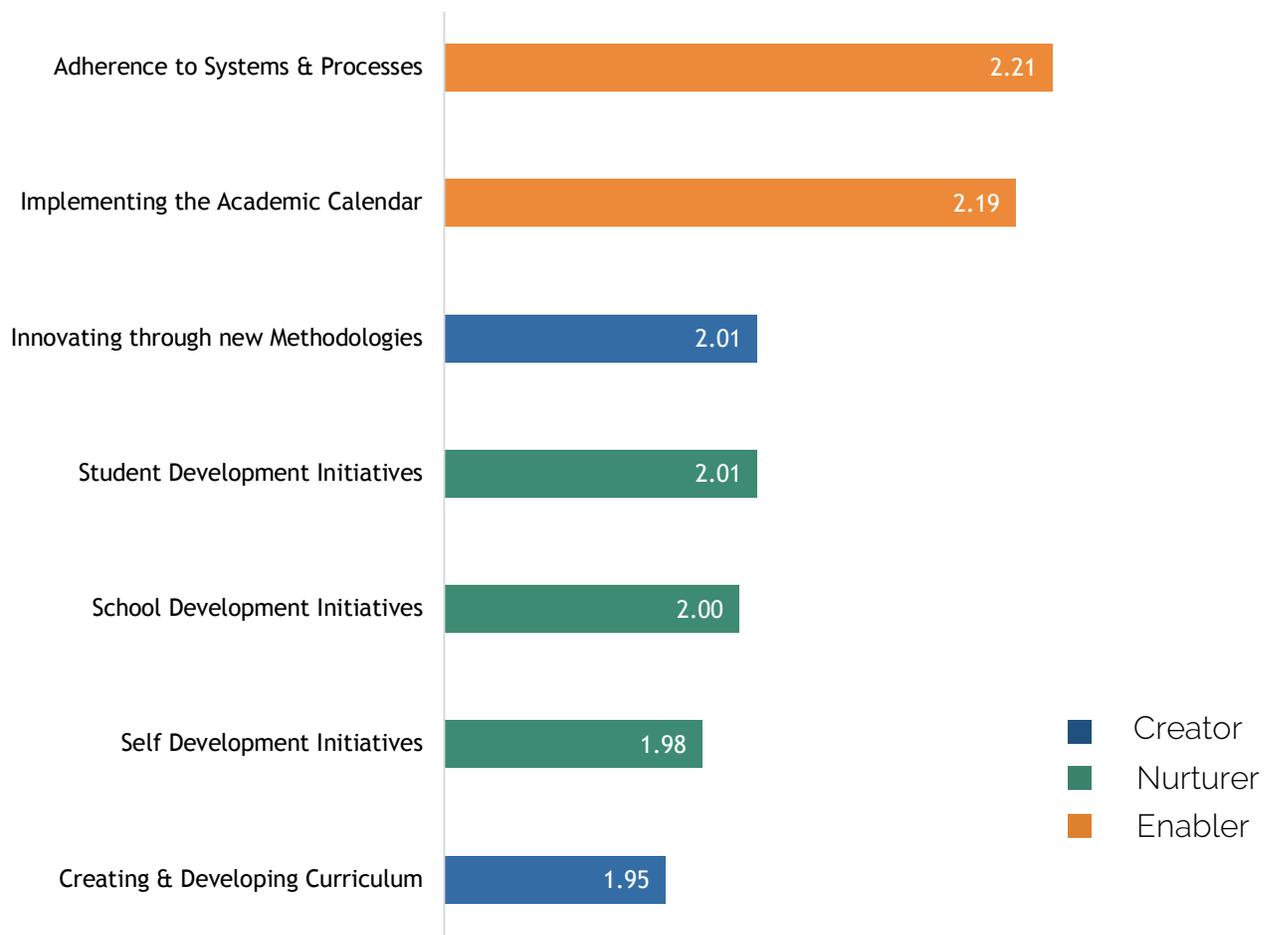
Faculty: Overall Performance Score: 2.1/4.0

The Performance Assessment consists of Goal-Setting by the individual and review of the Goal-Sheet by the Reviewer. During the review, the Reviewer provides a score for each goal of the faculty member. From these scores, the faculty member receives an overall performance score on their Goal-Sheet. The following distribution is based on the overall Output (results achieved) and Input (effort put in to achieve results) scores in decreasing order for all the faculty members:

### Output Criteria



### Input Criteria



Staff: Overall Performance Score: 1.9/4.0

The Performance Assessment consists of Goal-Setting by the individual and review of the Goal-Sheet by the Reviewer. During the review, the Reviewer provides a score for each goal of the staff member. From these scores, the staff member receives an overall performance score on their Goal-Sheet. The following distribution is based on the overall Output (results achieved) and Input (effort put in to achieve results) scores in decreasing order for all the faculty members:

Output Criteria

Operational Efficiency 1.76

Input Criteria

Impacting Process Efficiency 2.17

School Development Initiatives 2.13

Self Development Initiatives 1.85

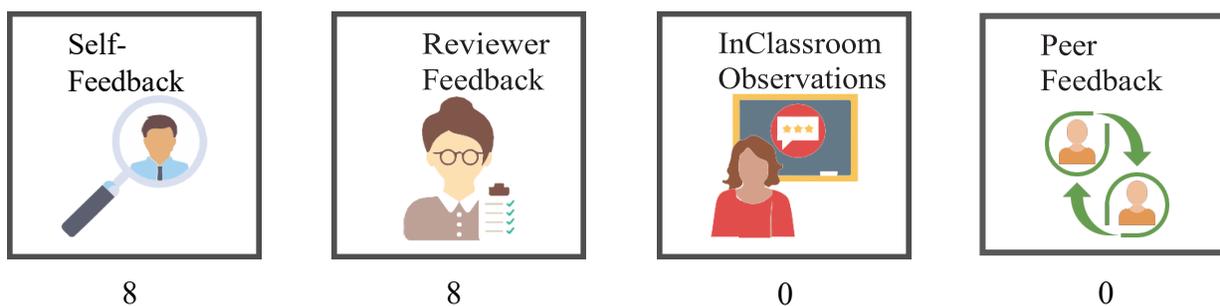
Innovating through new Methodologies 1.76

- Creator
- Nurturer
- Enabler

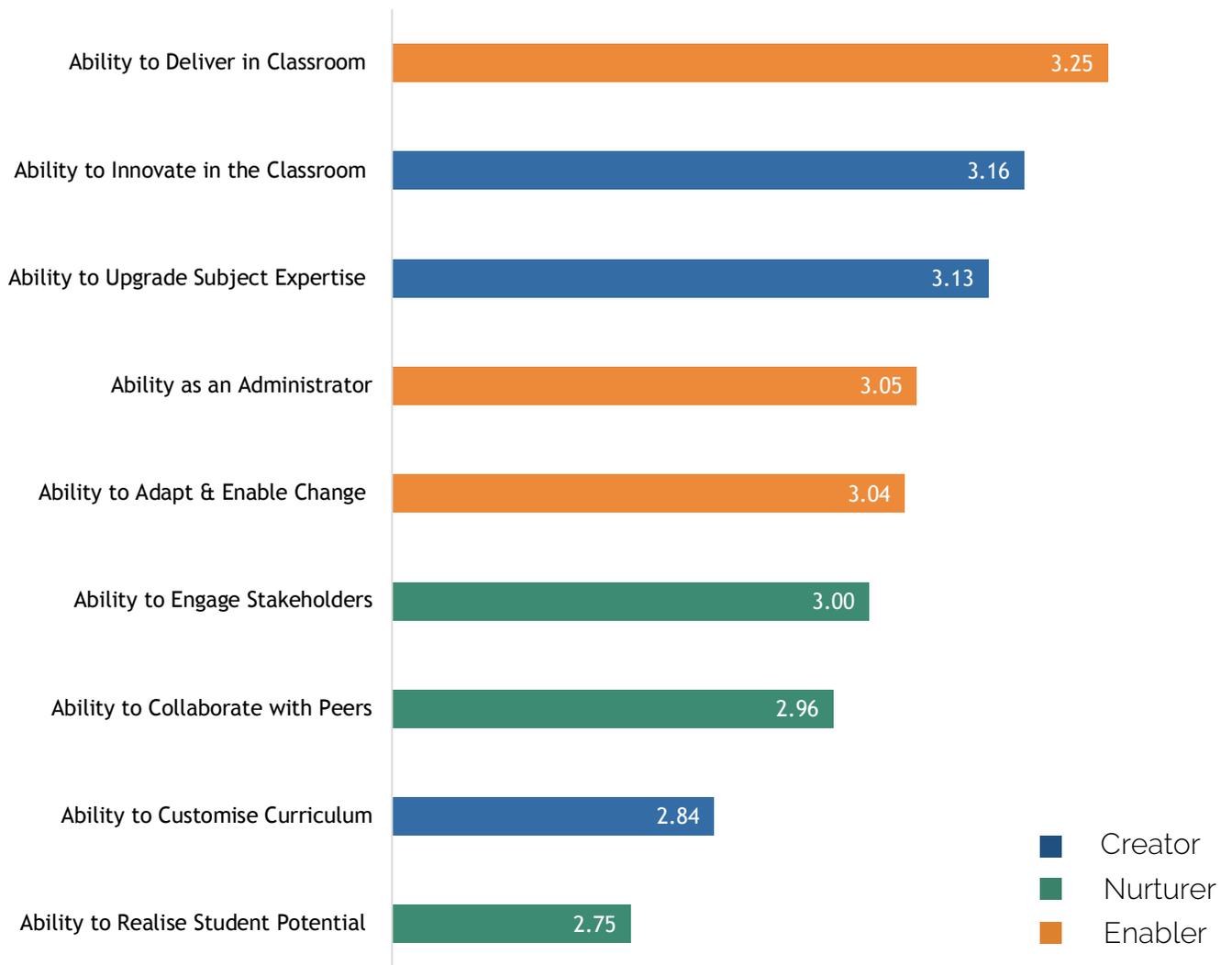
## Part 1: Section C: Potential: Competencies Summary

Faculty: Overall Potential Score: 3.1/4.0

Potential Assessments were conducted for all faculty members on the predefined competency framework. For every faculty member, Self-Assessment and Reviewer Assessment was conducted. At an overall level, following are the number of assessments conducted for all the faculty members:



Following are the competencies in decreasing order of match:

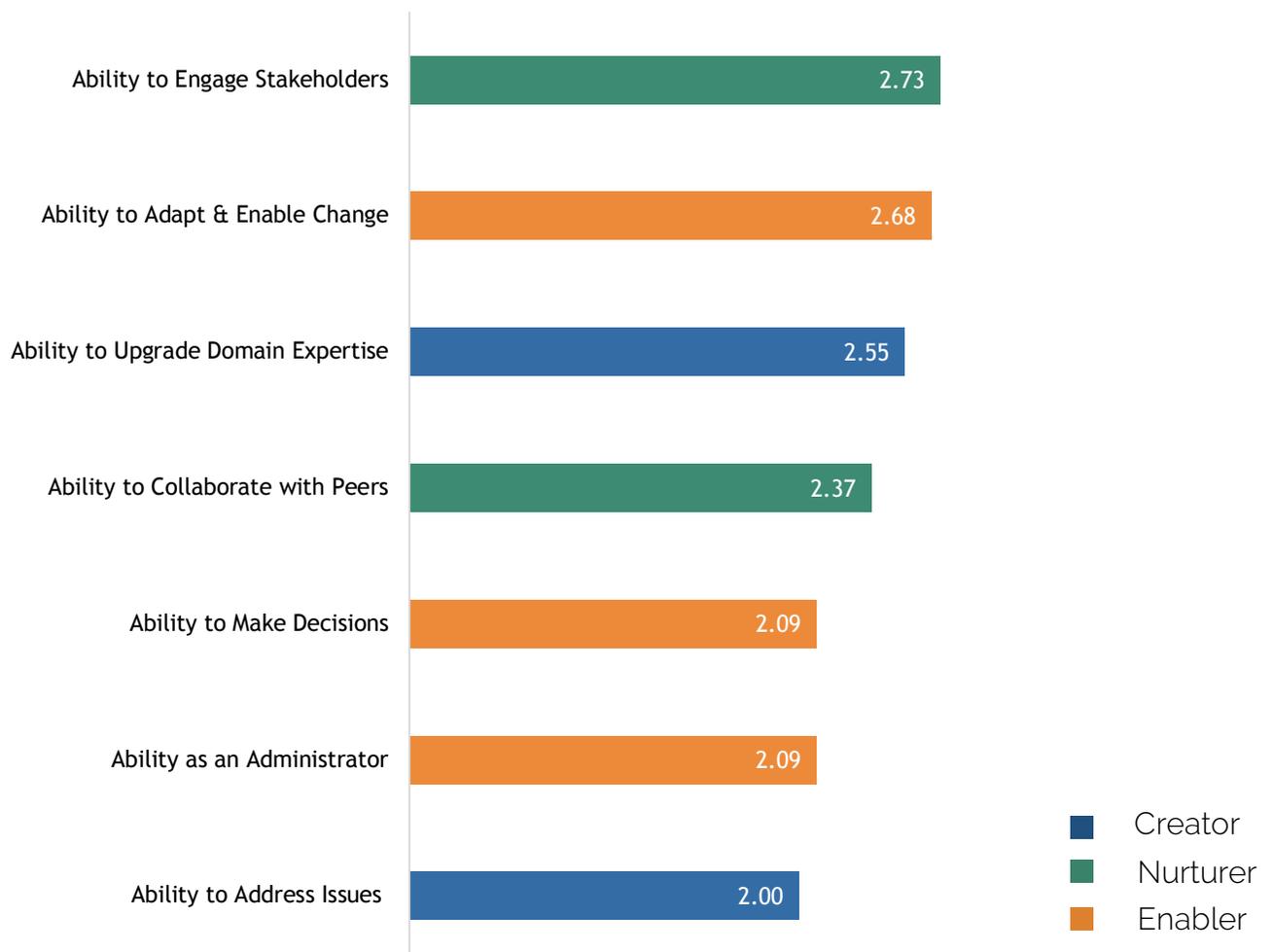


Staff: Overall Potential Score: 2.4/4.0

Potential Assessments were conducted for all staff members on the predefined competency framework. For every staff member, Self-Assessment and Reviewer Assessment was conducted. At an overall level, following are the number of assessments conducted for all the staff members:



Following are the competencies in decreasing order of match

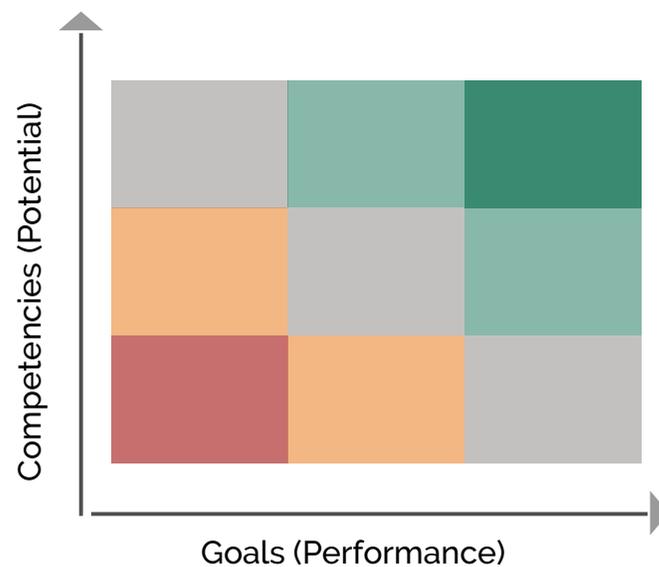




## Part 2: Performance - Potential Matrix

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The Goals (Performance) – Competencies (Potential) Matrix has been framed by looking at the Performance and Potential scores of all faculty & staff members. Ranging from Significantly Above Peer Group to Significantly Below Peer Group, this matrix represents the distribution of faculty & staff members across the groups



Based on the Performance-Potential Rating, the faculty & staff members have been divided into the following Peer Groups:

| Category                             | No. of Individuals |
|--------------------------------------|--------------------|
| Significantly Above Peer Group (10%) | 2                  |
| Above Peer Group (20%)               | 4                  |
| Consistent with PeerGroup (40%)      | 7                  |
| Below Peer Group (20%)               | 4                  |
| Significantly Below Peer Group (10%) | 2                  |
| Total (100%)                         | 19                 |

Overall Faculty & Staff: Performance – Potential Normal Distribution:

| Faculty & Staff Member | Goals (Performance) Score | Competencies (Potential) Score | Overall Score |
|------------------------|---------------------------|--------------------------------|---------------|
| Paul Smith             | 4.0                       | 4.0                            | 4.0           |
| George Michael         | 3.6                       | 4.0                            | 3.8           |
| Divya Joseph           | 3.4                       | 4.0                            | 3.7           |
| Dilip Andermann        | 2.0                       | 4.0                            | 3.0           |
| Jarett Johnson         | 2.1                       | 3.8                            | 2.9           |
| Natalia Terry          | 2.6                       | 3.2                            | 2.9           |
| Rekha Sharma           | 2.0                       | 3.7                            | 2.8           |
| Vanya Singh            | 2.0                       | 3.0                            | 2.5           |
| Julie Root             | 2.0                       | 3.0                            | 2.5           |
| Cyril Dsouza           | 1.8                       | 2.9                            | 2.3           |
| Shabana Javad          | 1.4                       | 2.8                            | 2.1           |
| Hannah Elice           | 1.1                       | 2.7                            | 1.9           |
| Leonard                | 1.5                       | 2.3                            | 1.9           |
| Vikram Roy             | 2.0                       | 1.7                            | 1.9           |
| Sharon Stone           | 1.3                       | 1.8                            | 1.5           |
| Shalini                | 2.0                       | 1.0                            | 1.5           |
| Naomi Sood             | 1.0                       | 1.7                            | 1.4           |
| Deepti Seth            | 1.0                       | 0.6                            | 0.8           |
| Yoon Oh                | 1.0                       | 0.6                            | 0.8           |

Faculty: Performance – Potential Normal Distribution:

| Faculty Member  | Goals (Performance) Score | Competencies (Potential) Score | Overall Score |
|-----------------|---------------------------|--------------------------------|---------------|
| George Michael  | 3.6                       | 4.0                            | 3.8           |
| Dilip Andermann | 2.0                       | 4.0                            | 3.0           |
| Jarett Johnson  | 2.1                       | 3.8                            | 2.9           |
| Rekha Sharma    | 2.0                       | 3.7                            | 2.8           |
| Vanya Singh     | 2.0                       | 3.0                            | 2.5           |
| Cyril Dsouza    | 1.8                       | 2.9                            | 2.3           |
| Leonard         | 1.5                       | 2.3                            | 1.9           |
| Shalini         | 2.0                       | 1.0                            | 1.5           |

Staff: Performance – Potential Normal Distribution:

| Staff Member  | Goals (Performance) Score | Competencies (Potential) Score | Overall Score |
|---------------|---------------------------|--------------------------------|---------------|
| Paul Smith    | 4.0                       | 4.0                            | 4.0           |
| Divya Joseph  | 3.4                       | 4.0                            | 3.7           |
| Natalia Terry | 2.6                       | 3.2                            | 2.9           |
| Julie Root    | 2.0                       | 3.0                            | 2.5           |
| Shabana Javad | 1.4                       | 2.8                            | 2.1           |
| Hannah Elice  | 1.1                       | 2.7                            | 1.9           |
| Vikram Roy    | 2.0                       | 1.7                            | 1.9           |
| Sharon Stone  | 1.3                       | 1.8                            | 1.5           |
| Naomi Sood    | 1.0                       | 1.7                            | 1.4           |
| Deepti Seth   | 1.0                       | 0.6                            | 0.8           |
| Yoon Oh       | 1.0                       | 0.6                            | 0.8           |

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