

GIA HEAD OF DEPARTMENT APPRAISAL: Axis International - Daniel Mahr - Semester 2 2024

3 Responses

08:32 Average time to complete

Active Status

1. BASIC MANAGEMENT Plans, prioritizes and organizes available resources.



2. Gets results



3. Establishes clear procedures that facilitate the team's achievement of its objective.



4. Focuses predominantly on value creating activities.



5. Regularly looks for less costly ways of doing things.

● 1	0
● 2	0
● 3	0
● 4	0
● 5	3



6. Brings and applies the technical skills, knowledge and experience to competently perform the job.

● 1	0
● 2	0
● 3	1
● 4	0
● 5	2



7. Brings and applies the skills, knowledge and experience to lead people.

● 1	0
● 2	0
● 3	1
● 4	1
● 5	1



8. Agrees and maintains clear and measurable objectives.

● 1	0
● 2	0
● 3	1
● 4	1
● 5	1



9. Explains to each employee the relationship between his/her business objectives.

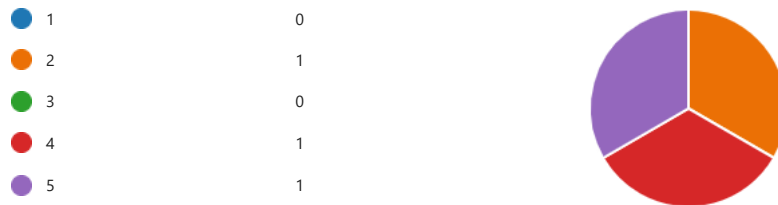
● 1	0
● 2	0
● 3	1
● 4	1
● 5	1



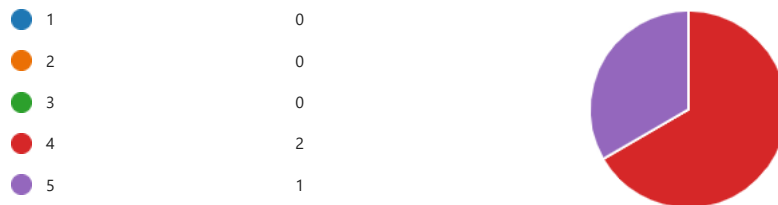
10. Provides the tools and training to enable individuals to achieve their training objectives.



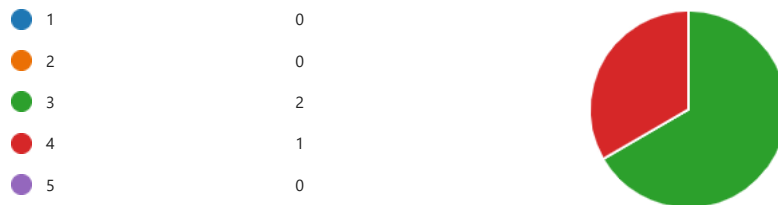
11. Regularly appraises strengths, weaknesses and aspirations.



12. Implements actions agreed at appraisals.



13. Provides opportunities for individuals to broaden their knowledge/skills.



14. Gives positive recognition for work that has been done well.



15. Rewards individuals in accordance with their contribution to the school.

● 1	1
● 2	0
● 3	0
● 4	1
● 5	1



16. Assists staff in their career development.

● 1	1
● 2	0
● 3	1
● 4	0
● 5	1



17. Encourages a team approach to solving problems and achieving objectives.

● 1	0
● 2	0
● 3	1
● 4	0
● 5	2



18. Creates and maintains a high level of team morale.

● 1	0
● 2	0
● 3	0
● 4	0
● 5	3

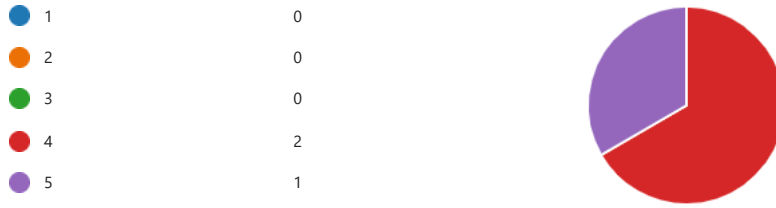


19. Looks for opportunities to provide challenges, rewards and fun.

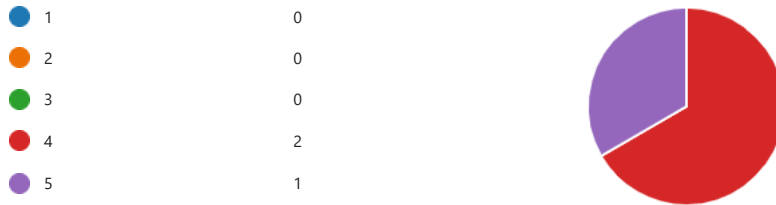
● 1	0
● 2	0
● 3	0
● 4	1
● 5	2



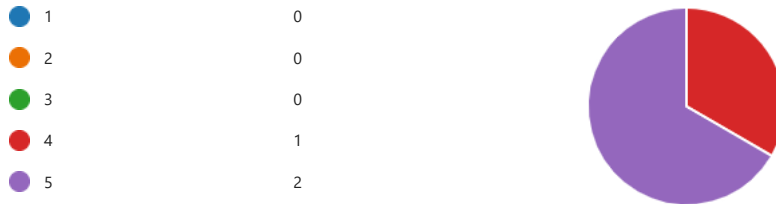
20. Faces up to and deals with performance issues at department level.



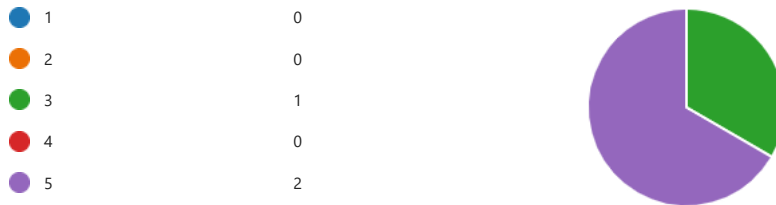
21. MANAGING COMMUNICATION Briefs people realistically about current performances and future issues.



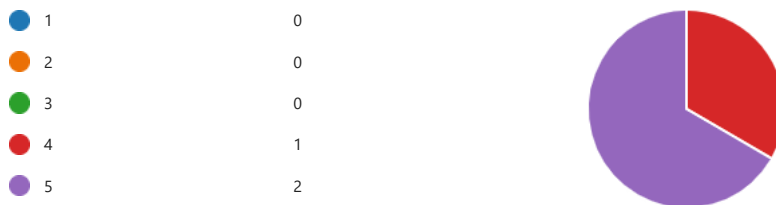
22. Tells people how Griggs and their division are performing.



23. Ensures that information is cascaded quickly and effectively through the organisation.



24. Stimulates communication with other parts of the department to increase understanding and to improve working relationships.



25. Listens to, and discusses, employee's views on a regular basis (taking action when appropriate).

● 1	0
● 2	0
● 3	0
● 4	1
● 5	2



26. Accessible when needed.

● 1	0
● 2	0
● 3	0
● 4	0
● 5	3



27. Regularly reviews the effectiveness of communication within the team and acts to improve it.

● 1	0
● 2	0
● 3	0
● 4	1
● 5	2



28. Effectively promotes the school's capabilities to any external audience.

● 1	0
● 2	0
● 3	0
● 4	0
● 5	3



29. MANAGING FOR CUSTOMER SATISFACTION (customer refers to students) Recognises that customers make payday possible by stressing their importance.

● 1	0
● 2	0
● 3	0
● 4	1
● 5	2



30. Emphasises the importance of understanding and satisfying customer needs with superior products and services.

● 1	0
● 2	0
● 3	0
● 4	1
● 5	2



31. Ensures customer needs are satisfied on time.

● 1	0
● 2	0
● 3	0
● 4	1
● 5	2



32. Ensures customer's needs are met with products and services of superior value and quality.

● 1	0
● 2	0
● 3	0
● 4	0
● 5	3



33. Stresses the importance of meeting the obligation of the Griggs Customer Charter (outlined in the Teacher Induction Handbook under Customer First)

● 1	0
● 2	0
● 3	0
● 4	0
● 5	3

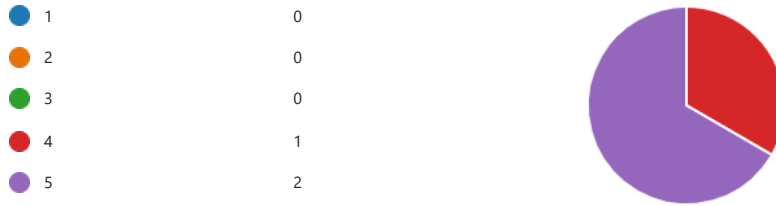


34. Ensures meeting commitments takes precedence over functional, departmental and personal considerations.

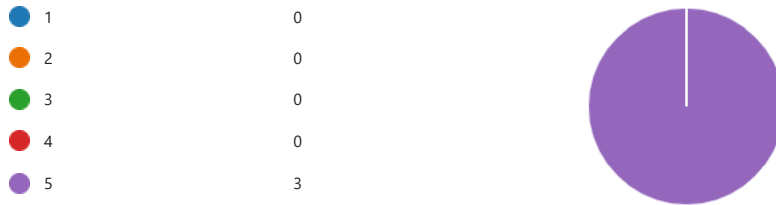
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● 3	0
● 4	0
● 5	3



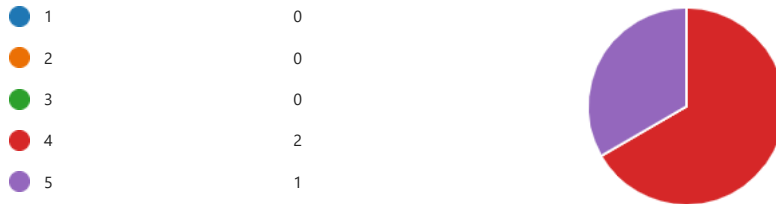
35. Regularly seeks ways of improving customer focus and satisfaction.



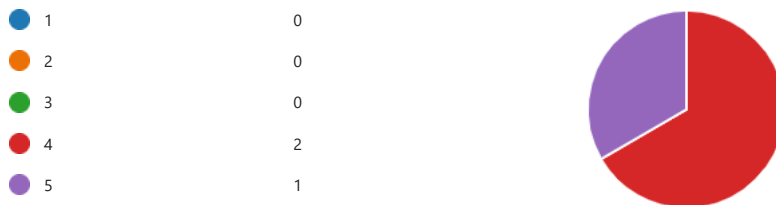
36. Generates enthusiasm about Griggs.



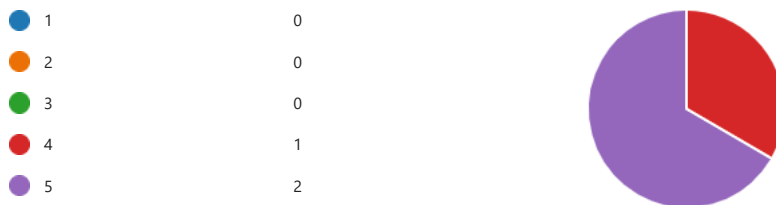
37. Inspires confidence in customers.



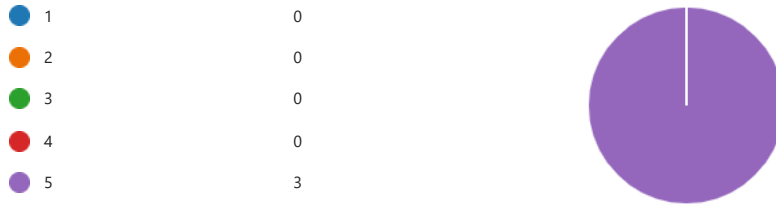
38. MANAGING FOR CUSTOMER SATISFACTION Challenges established practices and processes to improve their effectiveness.



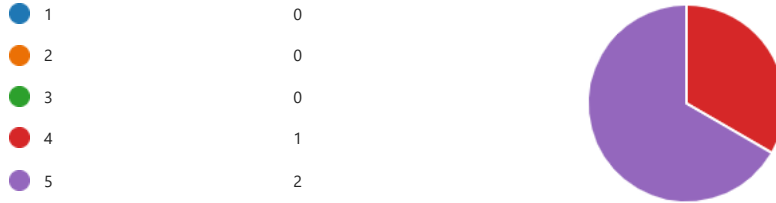
39. Applies the principle of continuous improvement to the department's ongoing operations.



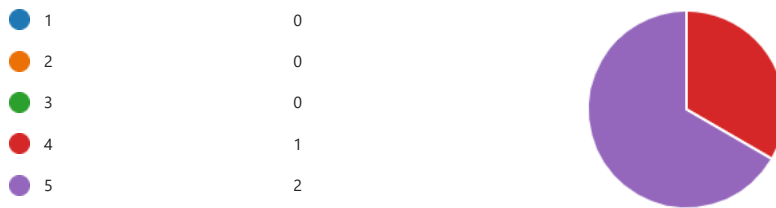
40. Continuously seeks to improve the department through innovation and with collective input.



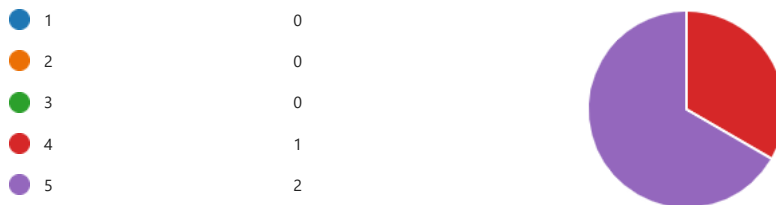
41. Keeps abreast of latest developments in technologies and processes amongst competitors / partners / other parts of education.



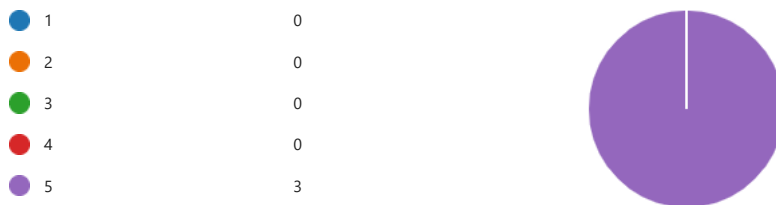
42. Benchmarks internal effectiveness against world best-in-class practices and seeks to apply them.



43. Encourages people to be innovative to achieve new ways of doing things.

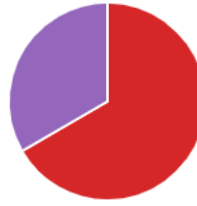


44. Encourages people to use IT systems and new technologies where appropriate.



45. Co-operates with positive changes initiated by others.

● 1	0
● 2	0
● 3	0
● 4	2
● 5	1



46. ETHICS IN MANAGEMENT Embodies on a daily basis the four key values of GIA of Dignity, Honor, Respect and Integrity.

● 1	0
● 2	0
● 3	0
● 4	0
● 5	3



47. Is transparent in communications, while maintaining a professional manner.

● 1	0
● 2	0
● 3	0
● 4	2
● 5	1



48. Has honesty and integrity at the forefront when advising teachers on matters of a sensitive nature.

● 1	0
● 2	0
● 3	0
● 4	1
● 5	2



49. Further comments

1
Responses

Latest Responses

"Daniel is one of the fairest and most generous people I have worked for and ..."