

How to Create Mission-Based Compensation/Performance Management Systems and Protocols – John Littleford

What is the link between mission and money? What is the link between salaries and benefits and performance evaluation? What is the link between talent management, professional development and holding teachers accountable to standards and the mission?

Day schools spend on average 75% to 85% of their budget on staff salaries and yet most board members have no idea how the salary system delivers money to staff nor any idea of how the School hires, nurtures, develops, and holds accountable that same staff. Is any of this mission specific or are schools simply borrowing the systems from other schools?

This session will explore these sometimes challenging and emotional topics recognizing that schools require healthy systems that board members, parents, leaders AND teachers can understand and support.



John Littleford founded Littleford & Associates in 1994. Mr. Littleford has served as head of school for 18 years, a teacher for 25 years, and a board member and chair of schools and nonprofit agencies.

He has written and spoken extensively worldwide on each area of the firm's consulting expertise. He is co-author of *Faculty Salary Systems in Independent Schools* and his articles on the career ladder concept of faculty compensation are found in Larry Frase's book entitled *Teacher Motivation and Compensation*. As senior partner, Mr. Littleford conducts all workshops, on-site visits and evaluations of contracts for Heads and nonprofit CEOs. Littleford & Associates has over 7,000 clients worldwide and is a corporate member of NAIS.