One of the greatest challenges a teacher is facing nowadays is the management performance of students. Performance management is the same as performance modification. It is a less serious version of performance rehabilitation. In performance modification, the focus is on changing attitude or conduct, while in performance management the focus is on maintaining peace and harmony. Performance management skills are of specific significance to teachers in the educational system. Some teachers are naturally persuasive in this area while others have to exert more effort to become efficient with performance management. It is essential to understand that all situations and classes are different. Teachers must immediately work out for what attitude should be fitted with a particular group of students. To give a clearer view on how this topic will be effective, a teacher must be doing the following at the establishment phase:

1. **Provide Rules and Expectations Immediately** - Rules and expectations are of two different meanings. Rules gave negative connotation and consist of a list of actions a teacher does not want students to do. Expectations provide an optimistic value and shows a list of actions that a teacher wants students to do. Both can play an important part in effective performance management in the classroom. At the same time, quality leadership of facilitator is also essential for their psychological and developmental readiness.

2. **Repetition of Expectation** - Expectations should be done several times throughout the period of the first few weeks. Fundamental to effective expectations is for them to become a habit or practice.. This is done through highlighted repetition of
the day to day performance routines and procedures at the beginning of the school year. Some will look at this as a spare of time, but those that place in the time at the beginning of the school year will obtain the advantages throughout the course of the year. Every expectation should be explained and practiced until it becomes routinely and habitual. Teachers and students must come up with the in depth understanding of the right to feel safe, right to respect and right to learn which become their performance agreement or an understanding of their rights and responsibilities.

3. **Establish Rapport with Parents** - Both parents and teachers are important in shaping the character or performance of students. Their roles do reinforce each other, thus providing the student with a consistent educational learning. Thinking of parents and teachers as “tandem” refers to this joint effort toward a common goal. It also implies combined responsibility of parents and teachers for assisting students as educative learners.

4. **Provide due Recognition** - Recognition enhances and boost students’ morale. It gives a feeling of satisfaction which drive improvement and academic excellence. Productivity rises and an individual’s performance, effort and accomplishments are being appreciated. When students and their worked, are valued, they will be motivated and improve their performance. The more they are being cared and loved the more they will be interested to learn. It fosters freedom, creativity, and positivity to their lives.

**References:**

Behaviour Management Episode 1: Dr. Bill Rogers on Starting the New Year (2017)