Dealing with poor performance, there are several determinants on school performance like drop-out rates, NAT results, completion rate, participation rate, teacher’s competencies and learners academic. The sum of all attributes will determine the level of school proficiency.

In order to figure out what is the true cause of performance issues and get the root of the problems, the administrator must welcome suggestion and compromising solution to develop ability to determine the strength and weakness of the organization.

The ability of the administrator to weigh the level of ability and motivation of the employee has something to do with good performance, for example someone with 100 percent motivation and 75 percent performance ability can often achieve above-average performance. But a worker with only 25 percent ability will not be able to achieve the type of performance you expect, regardless of his or her level of motivation. Therefore job matching, area of specialization or designation are critical parts on performance management.

Understanding the cause of poor performance is the key on diagnosing and resolving performance problem; however incorrect diagnoses will lead on more problems later on like if the skill is the problem and not answered on appropriate training the performance problem still persist. Enhancing ability is the major key player in overcoming poor performance experts suggest the 5 R’s (Resupply, Retrain, Re-assigned, Refit, Releases)

From there, it’s important that administrator and the employee discuss and agree upon a plan for improving performance. Write down what you’ve agreed, along with dates by which goals
should be achieved. Then monitor development with the team member, and use the systems that have been discussed above for increasing motivation and dealing with ability-related issues.

Recognize that the actions needed to close ability breaches need high motivation on the employee's part to be successful. The two causes of poor performance – lack of ability and low motivation are inextricably related, and setting of goals, outcome base, and a helpful work environment are necessary conditions for improving both.