



People - Improvement guides Welcoming challenges

A school is good to the extent that...

Staff deliver planned improvements and their actions make a difference to young people's learning experiences.

Senior managers give advice and support to teachers on providing consistently high quality learning experiences. Learning visits take place in a professional climate. Staff engage in a dialogue and value comments made. Staff are clear of the purpose and intended outcomes of the visit.

Staff maintain good practice and have a planned approach to improvement. Leaders take timely and appropriate action where practice and/or impact fall below expected standards.

Staff have developed planned approaches to identifying and solving problems.

A school is excellent to the extent that...

Staff strongly believe in their ability to make a difference to the experiences of young people and constantly seek to do so. They relish the challenge and support by peers and managers to provide the highest quality learning experiences for all learners. Both staff and learners reflect on lessons and have an increased understanding of the complex relationship between challenge and enjoyment of learning.

Staff achieve sustainability by embedding excellent features while still anticipating further improvements. They help learners reflect on their learning and so develop their learning skills as well as their communication skills and confidence.

Staff are alert to possible positive or negative surprises or lapses. They are focused on looking at learning in the long term and developing learners as citizens now and for the future. They take immediate action to deal with the most urgent issues and reflect with their colleagues and school leaders on any strategic or long-term implications.

Staff are involved in professional dialogue and take personal responsibility for planning and how to meet their own development needs. Staff demonstrate an individual and collective responsibility towards school improvement. Problem solving is carried out in a resourceful, creative and innovative way that focuses on solutions.