



People - Improvement guides
Being empowered to influence the future development and direction of the school

A school is good to the extent that...

A school is excellent to the extent that...

Staff are involved in developing the school's vision, values and strategic direction.

Staff and pupils reflect on and debate the purposes of education and schooling and are fully involved in formulating and taking forward the school's vision and values. This includes thinking about educational futures.

Staff are involved in making decisions on operational and, in some cases strategic, issues.

Staff and young people initiate and are active participants in taking and implementing strategic decisions that influence the school's future.

Staff are generally positive about their school and their contributions to its development.

The morale of staff and pupils and their levels of commitment are very high and are sustained through a sense of ownership and active experience of personal responsibility.

Staff regularly participate in, and in some cases chair, review groups and working parties.

Joint (collegial) working is a distinctive feature of school improvement.