



Perspective – Strategic Impact

Strategies

In the perpetual effort to bring about and sustain school improvement there are a number of strategies about which there is a general consensus; address these effectively it is recognised, and progress will ensue.

Perspective, which on the face of it is aimed at helping to improve Self Evaluation and Planning, has a great deal to contribute towards fulfilment of these strategies – perhaps not so surprising when the centrality of evaluation and planning to effectiveness is taken into account.

Strategy

Perspective's contribution:

'Deep leadership'

Helping a school to develop an environment in which senior management has the time and freedom to concentrate on its own role and contribution to the success of the school is a potential effect of Perspective.

For instance, by minimising the need for unplanned intervention in the operation of the organisation at large (because monitoring of progress is less time consuming, and easier, to carry out) Perspective 'buys time' for Leaders to think.

Developing the role of Middle Leaders

By facilitating robust, school wide, team based, planning, self-evaluation and Team Review, Middle Leaders become better equipped to monitor progress in their own areas and to recognise the strengths and weaknesses of the teams they manage.

Within School Variation

Having a solution that provides the means to define and share key priorities for School Development ensures from the 'input side' that school and departmental priorities reflect and support one another.

A universal approach, common vocabulary, and shared understanding about self evaluation and planning across all participants, throughout the school creates consistency about the assessment of progress.

Transparency between the self evaluations of Teams and visibility of differences between them enables Leadership to analyse and understand variation on the 'outcome side', helping to explain variation in Team performance

Data driven decision making

The provision, in context, of school, local, and national data about the performance and circumstances of the school not only means that evaluations are robust, it also provides information to base SMART targets on.

Stakeholder/pupil voice

Increasing the School's and its Departments' ability to quickly and easily canvas the views of pupils, parents, governors, and staff has enormous potential to help the organisation develop a vision and a mission, and deliver provision which fulfils or exceeds the expectations of the community in which the school exists.