

Peer Review

Knowing and Improving Ourselves



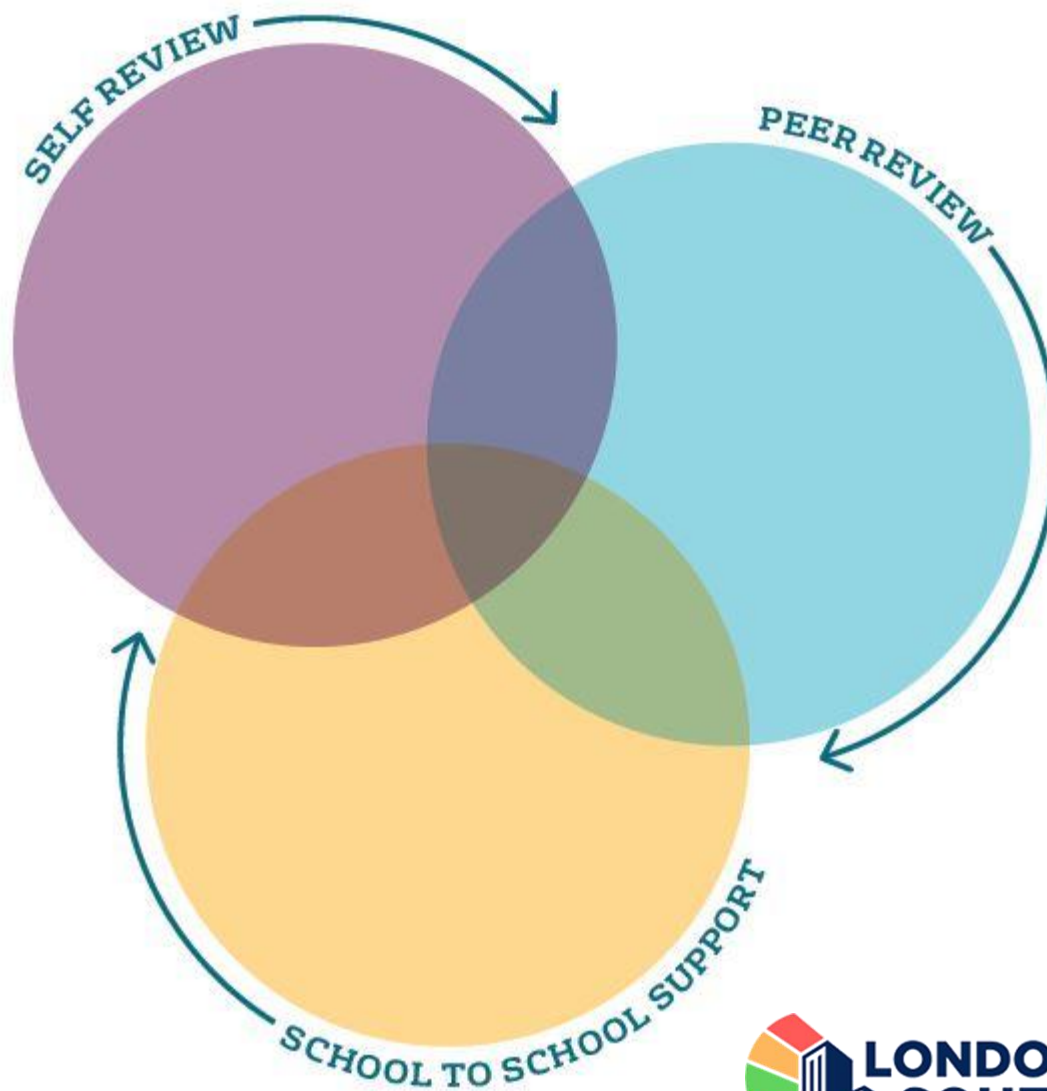
Improving outcomes through a
collaborative model of peer review
and school improvement

London South TSA
November 2019

What peer review is	What peer review isn't
A focus on improvement	A focus on proving
Rigorous and based on a framework which aligns with the OFSTED framework but goes beyond it	A 'mocksted'
Invitational – the host school 'in the driving seat'	Imposed and done to
Underpinned by a coaching approach	Giving advice
Done in a culture of enquiry, learning and growth	Judgmental
Focused, planned with feedback based on evidence	A 'learning walk'
Leads to an improvement workshop and follow up school support – ensuring follow up and impact	A 'health check' on the school
For all members of staff – developed over a period of time and linked to building a culture of 'trust based accountability'	For senior leaders only
Part of a culture of improvement	Episodic



How does the model work?



Overview of the Peer Review process

- Stage One and Two – Preparation for the review
- Stages Three and Four – The review and feedback
- Stage Five – Taking action for improvement
- Stage Six – Reviewing and reflecting



Peer review framework: Themes

Our impact

Attainment & learning

Pupils' growth as young citizens and their contribution to their school, local and wider community

Looking forward

Governance – strategic direction

Culture and ethos – aspiration, values and ambition

Leadership across and through the school or setting

Looking inward

Quality of teaching

Building capacity – professional development

Management systems, improvement processes, consistency, use of resources

Looking outward

Engagement with families and community

Contribution to and benefit from partnerships

Role in system leadership for school improvement



Senior leaders' beliefs:



Actions:



Consequences:

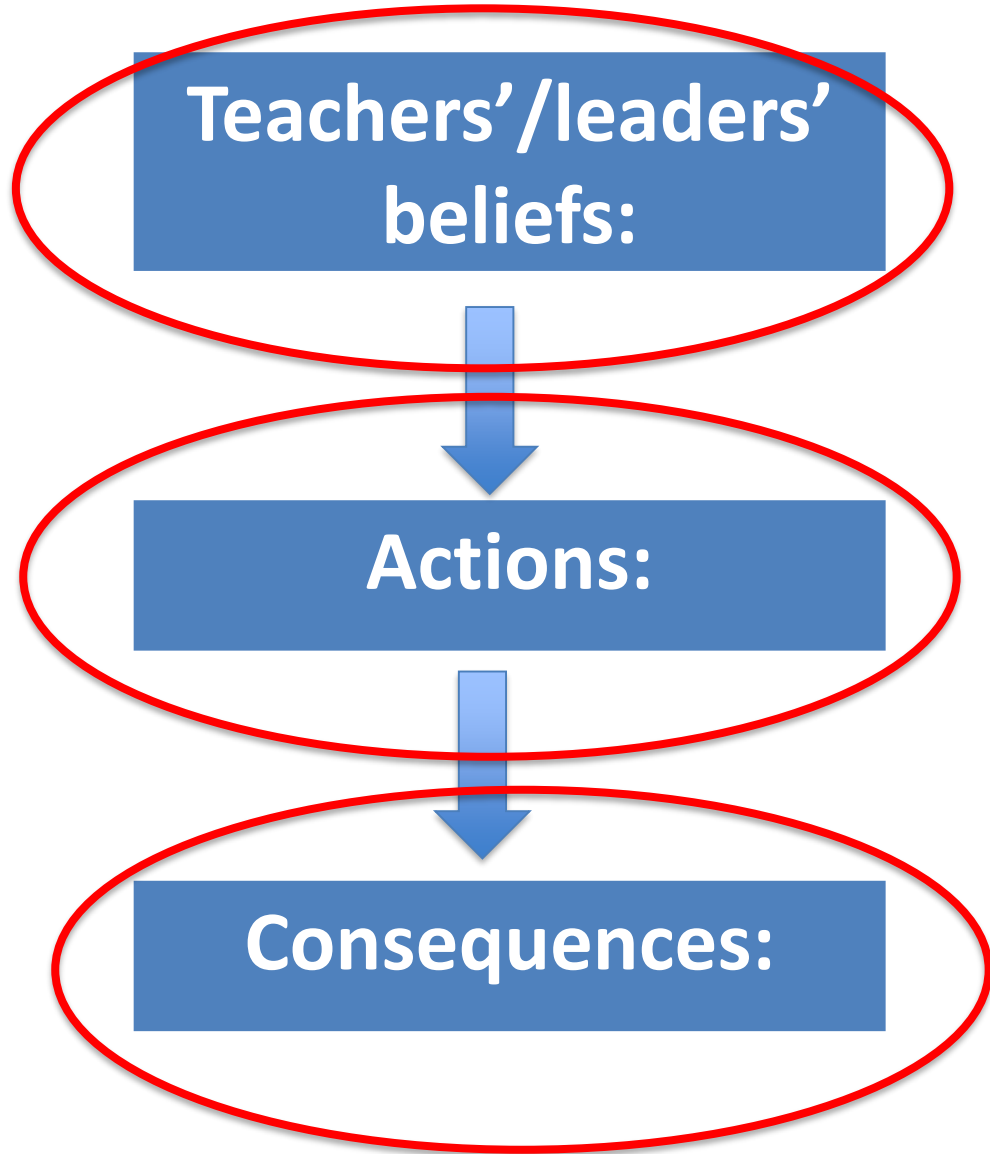
Teachers'/leaders' beliefs:



Actions:



Consequences:



What do we mean by working at depth in a partnership?

1. Long term commitment
2. Non-judgemental
3. Engagement in the process - critical evaluations, bypassing challenge or engaging
4. Leads to improvement

