

# The Challenges of Leading Schools

We do not need to tell you the challenges of leading schools in today's competitive results driven environment. This is the job Head Teachers and teaching staff do on a day-to-day basis, if you find yourself asking questions like:

- How can I ensure we are creating the best learning environment for our pupils?
- What skills do my Heads of Department (HOD) and teachers need most?
- What information do I need to gather from parents and pupils to satisfy OFSTED?
- How will we find the time?
- How strong is my management team? Do I have the right people?
- How can I make everyone more accountable for their actions?
- How can I get more support from our Governors?
- How can I tangibly drive and track our performance?

... then read on  
or contact us on  
0845 0178 190



**Need to gain Insight?  
and Take Action**

Parents **V.O.I.C.E** Pupils  
Governors Staff

powered by Insightfuledge

A collage of various school performance data visualizations, including bar charts, line graphs, and tables of data, all presented in a professional, clean style. The charts are layered, with some appearing more prominent than others, suggesting a comprehensive data analysis tool.

## Who Are We?

Insight4schools and Insightful Edge are trading arms of Capstone International for climate feedback products.

We have a reputation which is second to none and have worked with C.E.O.'s, Directors and Senior Managers in a variety of top performing organisations in both private and public sectors, including Honda F1 (now Braun GP), Unilever, Virgin and the University of East London, developing Leadership, Management, High Performance Teams and performance climates.

## Why Use Us?

It is all about feedback. Our Insight4schools offering provides schools with insight into the perceptions of pupils, parents, teachers and governors. Utilising our questionnaire system we are able to help you collect and collate vital data to support and sustain your schools development.

As of September 2009, OFSTED recommends schools gather feedback from pupils and parents - we can help to make that a simple and effective process.



SHARPENS YOUR THINKING

## What we do?

### Feedback at 3 key levels

#### 1. VOICE - The School Climate

Get a gauge on the school climate, feedback from pupils, parents, teachers and governors on how the school is doing, measured against key criteria.

#### 2. ETA/TPA - Management/Governor Team Climate

The working/learning climate is created by those in authority, get insight into how focused teaching and management teams are, and what else they need to be even more effective.

#### 3. Individual 360 Feedback - for Managers and Teachers

Helping teachers to focus on their personal development, providing individuals with key insights into their teaching style, identifying key strengths and potential areas for development.

#### Our tools:

- Create a benchmark in areas such as health, safety, enjoyment, achievement and well-being
- Are quick, consistent, seamlessly integrated and easy to use
- Provide an automated process for collection and collation of feedback saving on admin costs
- Provide you with critical data at your fingertips, through hassle-free technology
- Help to improve management and accountability
- Tangibly track, measure and improve your school's climate and focus

The easier way to  
enhance your School's  
Performance...

Insight **4** Schools

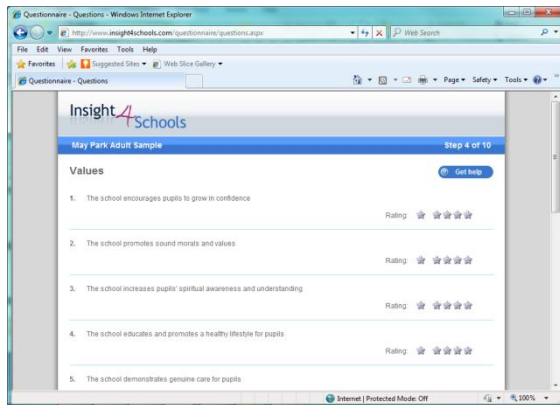


**TPA  
& ETA**

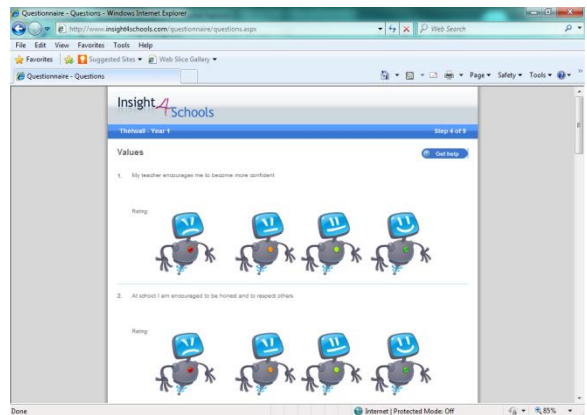


**360°  
FEEDBACK**

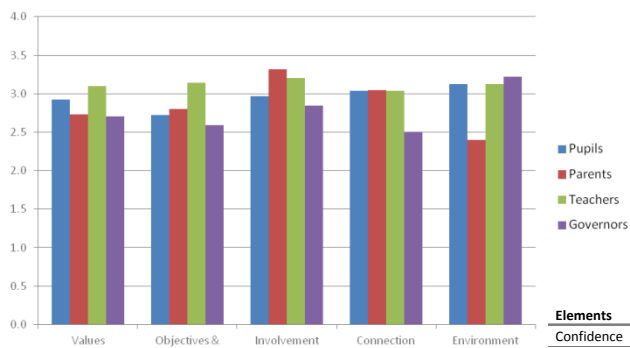
## What does it look like?



Adult Questions



Primary Pupil Questions



## The Report

Elements	Pupils	Parents	Teachers	Governors
Confidence	3.2	3.0	3.7	2.0
Morals	2.8	3.2	3.0	3.2
Spiritual	3.0	2.7	3.0	2.8
Health	2.6	2.5	3.2	2.0
Cared For	2.8	2.0	3.4	2.0
Uniqueness & Diversity	3.0	2.8	3.0	2.4
Innovation	3.2	3.2	2.8	2.6
Testing	2.5	3.5	3.2	2.8
Pressure	2.0	3.4	3.0	3.2
Openness & Trust	2.8	2.0	2.8	3.8
Resilience	3.2	3.2	3.0	3.2
Enterprise Skills	3.5	2.0	3.2	2.7
<b>Average</b>	<b>2.9</b>	<b>2.8</b>	<b>3.1</b>	<b>2.7</b>



The V.O.I.C.E survey is derived from research and elements of OFSTED's areas of review.

The V.O.I.C.E survey measures the most important factors for schools to access the effectiveness of the learning environment based on the view of pupils, parents, teachers and governors. The measures include:

## Values

The extent to which the school's culture and values are clear and role modelled

## Values

Well-being  
(confidence, morals, spiritual health, cared for),  
Uniqueness & Diversity,  
Innovation, Testing,  
Openness & Trust,  
Resilience,  
Enterprise Skills

## Objectives & Standards

The extent to which the school sets clear objectives , targets individual learning & its intention and ability to maintain high standards

## Objectives & Standards

Curriculum Objectives, Individual Targets, Challenge, Behaviour, Discipline , Fairness, Capability, Leadership, Governance, Pride & Belief

## Involvement

The extent to which the school listens to and engages parents, stakeholders and the community

## Involvement

Decisions, Responsibility, Listening, Feedback, Responsiveness  
Wider Community, Communication

## Connection

The extent to which pupils feel motivated, recognised and connected to the school

## Connection

Rapport, Relationships, Teacher Motivation, Pupil Motivation, Participation, Recognition, Curiosity, Interest & fun

## Environment

The key aspects of the physical environment that must be in place

## Environment

Safety, Resources, Learning Space, Support



**TPA  
& ETA**

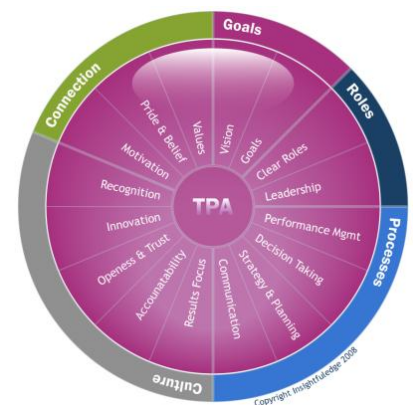
The underpinning model for the Team Performance Accelerator range is the '5 Dimensions of Performance'. These are derived from over 20 years of research from leading practitioners including David McClelland, Richard Beckhard, Ed Schein and Nick Davies. These tools focus specifically on the effectiveness of the teaching teams within the school be that subject specific or a management team.

## ETA / TPA enable you to:

- Measure Management & Governors team climate and performance
- Review strengths and weaknesses
- Set improvement agendas and priorities
- Compare and contrast climates across departments
- Gain insights into key management and educational issues
- Track improvement over time



Head Teachers & Governors



HODs & Teachers

Driving performance  
improvement in  
schools





## For Managers & Teachers

### For the Head Teachers & Governors:

Insights into how their leadership style is perceived by those working with and for them.

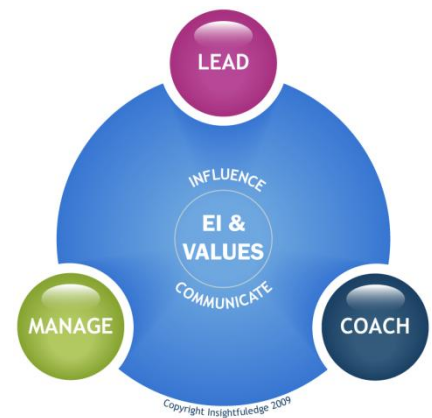
Clarity on what they need to continue and what to change in order to develop and improve.

### For the Teachers & Senior Staff:

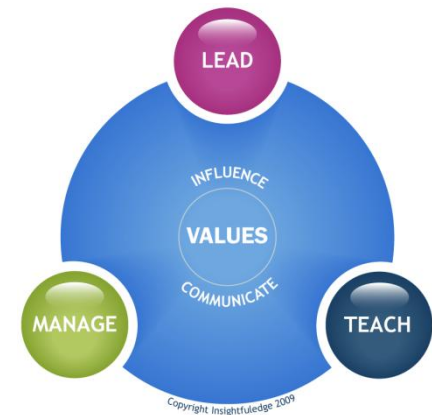
Perceptions of teacher performance from the people who matter. (Pupils and their parents, colleagues, HOD's and Heads).

Coaching conversations that encourage and drive continuous individual development.

Needs analysis across teacher populations.



Head Teachers & HODs

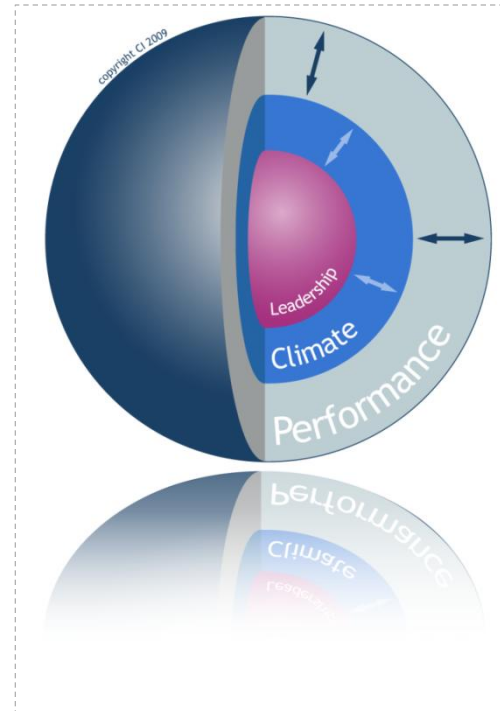


Teachers

We turn perceptions into tangible measures and feed this picture back to the individual

From the abundance of research into high performance climates, there are 4 key points that reoccur throughout:

- 1** The climate in which a child learns significantly influences their performance.
- 2** Within all organisations, the climate stems from the behaviour of those in authority.
- 3** High performance learning climates are created by Heads and Teachers, not by accident.
- 4** It is this climate that ultimately liberates potential and results *or* ultimately restricts performance.



**To talk to us further about how we can help you get the most out of feedback contact us on any of the details below:**

Insightful Edge

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[www.insight4schools.com](http://www.insight4schools.com)