

KINGS FURLONG INFANT & NURSERY SCHOOL

The Continual Pursuit of Excellence



Kings Furlong
Infant School & Nursery
Member of the South Farnham Educational Trust

SCHOOL EFFECTIVENESS POLICY

REVIEW: ANNUALLY

LAST REVIEW DATE: 2024

KINGS FURLONG INFANT & NURSERY SCHOOL

POLICY FOR SCHOOL EFFECTIVENESS

INTRODUCTION

This policy has been developed through a process of consultation with teaching staff, and it was formally adopted by staff and Governors. It should be read in conjunction with the Teaching & Learning, Assessment and Equal Opportunities Policies, but also as forming a coherent whole with all other Kings Furlong Policy Statements.

PHILOSOPHY AND AIMS

The School Effectiveness Programme has been developed in recognition of, and to provide a structure for, the fundamental culture/process of continual improvement (and growth) at Kings Furlong School.

Its aims are :

- to ensure that pupils have the highest standards of teaching and learning, measurable by the criteria outlines at the OFSTED Standards for Inspection, and our own aims of the school.
- to lead the school to greater self-knowledge in order that we may become more effective.

The Programme monitors, evaluates and reviews the curriculum, its delivery and development through planned classroom observations by all staff.

DEVELOPMENT

The School Effectiveness Programme began formally in 1996 with a series of planned observations to identify and disseminate excellent practice, initially in the core subjects.

Staff welcome the opportunity to share their professionalism with colleagues and a positive climate for observations was established.

Each subsequent phase, ultimately incorporating the whole curriculum, has been reviewed and the focus for further stages identified.

The Governing Body has been involved in, and approved, each phase of development, fully supporting the budgetary commitment required for the systematic release of staff during observations.

IMPLEMENTATION

All staff are involved, in various roles, in the classroom observations, as observers and observed.

Observation records are maintained (held for reference in the School Effectiveness File) and appropriate feedback given to staff. Any key issues or other actions required are discussed, reported and decided upon through the following consultation process:-

Weekly review of observation records – Senior Leadership Team to Headteacher

Monthly reporting of key issues – School Effectiveness Team and Senior Leadership Team to Headteacher

Monthly Reporting of key issues to Staff Meeting – Headteacher and Senior Leadership Team

Termly reporting to Governors' Curriculum Committee – Headteacher and Senior Leadership Team

Termly reporting to full Governing Body – Headteacher and Senior Leadership Team

After consultation, required actions will be effected through due school procedures e.g. year or curriculum team structure, INSET.

The School Effectiveness Policy has become an extremely efficient tool for monitoring standards and ensuring that continual improvement is a driving force within the whole School Development Plan.