

School Effectiveness Impact Evaluation 2016
Achieving Excellence Together

Report title	CPD and training programme
Lead	Sally Davies
Key objectives 2015- 2016	<ol style="list-style-type: none"> 1. Maintain high standards of quality and customer satisfaction across the programme in all aspects 2. Maintain levels of income 3. Deliver improvements and additional functionality to CPD Online and other communication systems and processes for training 4. Develop a high quality programme for 2016-17

Impact Evaluation

1. Standards of quality and customer satisfaction remain high across the programme in all aspects

The annual analysis of training feedback forms collected over the year concluded that *'an exceptionally high level of satisfaction remains amongst Schools Effectiveness programme 2015-2016 course participants.'*

Over the 2015/16 academic year, 2811 feedback forms were collected from 142 courses commissioned by the Ealing Council School Effectiveness service. This is a 16% increase in the number of feedback forms collected this year compared to last year. 96% of course attendees rated their course as 'very good /excellent' in terms of usefulness. 98.6% of the 2272 delegates who responded to this question (2241) said they would recommend the course/ event they had attended. For specific programme areas, the 'New Headteacher Induction' was rated as very good or excellent by 100% of attendees for the second year running and this year the MAGT programme also received the same accolade by all attendees.

There was a marginal decrease in results from the feedback this year - predominantly only one or two percentage points lower than last year which will be examined further. The overwhelming majority of course participants report that they find the courses useful and think that they will make a difference to the way they do their work. Importantly, of all the 142 courses, 134 would be recommended to others by 100% of those who gave feedback.

2. Levels of income are appropriate to sustain delivery of a high quality programme in 2016-17

Income from pay-as-you-go customers for the academic year was approximately 73K and schools from outside Ealing as well as academies and the independent sector contributed to this. 58 schools purchased the CPD SLA in 2015-16 whereas 50 primary and special schools have purchased to date for 2016-17 at £223K in the context of a mixed market of offers from schools and training school alliances.

3. Evidence of impact of improvements to systems and processes

The quality of financial reporting, trainer profile functionality, event fliers and course directories have all progressed this year along with some back office improvements to increase efficiency. The online evaluation module has been rewritten and is currently being tested by Ealing departments. Developments we have discussed and will progress in 2016-17 include: better mobile friendly/responsive user interface, an additional database to support schools to share expertise and good practice fully integrated with existing user accounts.

Two new channels, foster carers and Ealing Safeguarding Children Board (ESCB) were launched on CPD Online in 2015-16 enhancing communication across the workforce around training and development and providing better value for money for Ealing. The number of school-led events being promoted via CPD Online has also increased this year.

8,767 events have been published and managed on CPD Online for school staff and governors during the 5 year period since the launch of the system (originally for schools and early years workforce). This figure is 18,772 events and 52,743 attendances across all channels including social care, foster carers, Ealing Safeguarding Children Board training which have now adopted the system.

4. A high quality programme for 2016-17 which addresses feedback from schools is in place

There is an excellent programme published on CPD Online for schools to access for 2016-17. This has been developed following extensive consultation with a range of colleagues in schools via programme leads and at networks etc. For full programme details see <https://www.eqfl.org.uk/>

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Priorities for 2016-2017

1. Address the new DfE standards for CPD
2. Develop a high quality programme for 2016-17
3. Maintain high standards of quality and customer satisfaction across the programme in all aspects
4. Maintain and increase levels of income particularly through marketing to schools outside of Ealing and the independent sector to help sustain the service availability to Ealing schools
5. Evidence of impact of improvements - including in response to feedback - to the programme, systems and processes