

**School Effectiveness Impact Evaluation 2016**  
**Achieving Excellence Together**

<b>Report title</b>	<b>NQT Monitoring and Induction Programme</b>
<b>Lead</b>	<b>Mirela Temo</b>
<b>Key objectives 2015- 2016</b>	<ul style="list-style-type: none"> <li>• <b>To ensure through effective support, feedback and quality assurance tools that the NQT Induction in schools meets the statutory requirements.</b></li> <li>• <b>Provide an enhanced CPD programme for NQTs and mentors in collaboration with Ealing Primary Teaching School Alliance (EPTSA) and other Ealing schools.</b></li> <li>• <b>Ensure consistent systems in communicating with schools (in collaboration with SE Administration Team)</b></li> </ul>

**Impact Evaluation**

**Priorities for 2015 – 2016**

- Continue to ensure through support and quality assurance tools/ processes that the NQT Induction in schools meets the statutory requirements.
- Ensure consistent systems in communicating with schools (in collaboration with SE Administration Team)
- Provide an enhanced CPD programme for NQTs and mentors in collaboration with Ealing Primary Teaching School Alliance (EPTSA) and other Ealing schools.

**Ealing Context**

- 254 NQTs during 2015 – 2016. 152 NQTs were in Primary, 71 NQTs in Secondary schools and 31 in other schools.
- 96 schools are registered with Ealing's Appropriate Body – 63 primary, 13 Secondary, 6 special, 3 academies, and 10 other schools. Number of NQTs in each school varies (1 – 14).

**Outcomes/ Impact**

**A. Quality of LA support**

(Source of evidence: Feedback from schools, Schools Survey 2016, QA processes)

- **Significantly improved support provided** to schools by the LA through monitoring, challenge and support. The nature of the support varies advice in dealing with NQTs causing concerns, action planning for these cases, guidance in setting up effective Induction systems, RQT programmes, NQT Induction policy, and guidance on assessments.
- **A renewed NQT page on EGfL** which provides a vast range of supporting documents for schools. Feedback from schools shows that most schools visit this page for resources and support.
- **Much enhanced and speedy communications with schools** and admin support: phone queries, NQT manager technical issues, etc.

**B. Quality of NQT Induction in schools**

(Source of evidence: Feedback from schools, QA processes, Assessment Reports)

- **100 % of the NQTs successfully passed** the NQT Induction in 2015 - 2016
- **62.5% of schools provide very good/ outstanding NQT Induction.** Whilst 25 % provide good NQT induction and 12.5 % need to improve their NQT Induction
- 89% of NQTs are satisfied with the Induction arrangements /overall support provided by their schools.
- 87% of NQTs are happy with the quality of mentoring and coaching provided by their mentors.
- NQT Induction in 89% of Ealing schools contributes significantly to improved teaching practice, improved pupil outcomes as well as whole-school improvement.
- 93.5 of schools deal promptly when NQTs do not make satisfactory progress
- 85% of the schools plan CPD programmes for the teachers in the second year /RQTs

## School Effectiveness Impact Evaluation 2016

### Achieving Excellence Together

#### **C. Retention of new teachers**

(Source of evidence: Feedback from schools, QA processes, Assessment Reports, interviews with SLTs, NQTs and NQT Manager database)

- Decreased number of NQTs leaving Ealing compared to a year ago. In 2016 35 NQTs left / will leave Ealing – 15 Primary NQTs and 20 Secondary NQTs. (QA visits, interviews with SLTs, NQTs, assessment reports)
- Decreased number of secondary NQTs leaving Ealing compared to 2014 -15.
- Slight increased number of primary schools where the NQTs leave compared to 2014-15.

#### **D. Training Opportunities for NQTs and Mentors**

(Source of evidence: Ealing CPD on line data, QA process, feedback from schools)

- In 2015 – 2016 Ealing NQTs benefited from an enhanced CPD programme which included the LA package, EPTSA, ETSA and other Ealing schools.
- 392 NQTs attended training at the Ealing Education Centre this year compared to 378 in 2014-2015.
- A slight decrease of the number of schools that sent their NQTs to attend the training at the LA – (58 Primary, 2 Secondary and 4 Special Schools).
- 89% of the training provided for NQTs was rated as very good / excellent.
- EPTSA provided in-school training for TSA schools and others. 2 of these sessions were quality assured by the LA NQT Lead in cooperation with EPTSA. These sessions were of high quality.
- The LA Training sessions for the NQT mentors were very successful and an increased number of NQT mentors attended compared to 2014 – 2015
  - September session 2015 – 38 NQT mentors attended. Rating of the event: 82% excellent and 18 % very good
  - July session 2016 – 50 NQT mentors attended. Rating: 89% excellent and 11% very good
- NQT mentor network meetings 2015 – 2016. 3 sessions took place in collaboration with EPTSA
  - October session 2015 - 5 NQT mentors attended. Positive feedback
  - February session 2016 - 16 NQT mentors attended. Positive feedback
  - June session 2016 - 6 NQT mentors attended. Positive feedback

**Please note: Additional evidence is included on page 3**

#### **Priorities for 2016-2017**

##### **Priority 1 – Quality of NQT induction support and advice / Effectiveness of monitoring through quality assurance visits and report reviews**

- To continue to ensure through quality assurance tools and feedback that the NQT Induction in schools meets the statutory requirements.
  - Continue to strengthen robust systems for support and monitoring of NQT provision in Ealing
  - Ensure that all Headteachers are fully aware of this Statutory Function

##### **Priority 2 – Quality and impact of NQT training programme and mentor training**

- In partnership with I providers, continue to strengthen the quality of support and training for NQTs /RQTs and mentors
  - Further develop the CPD opportunities for NQT/ RQTs and mentors in collaboration with Teaching Schools and other schools

##### **Priority 3 – NQT administration support via online 'NQT Manager' site**

- Re-clarify workflow on the NQT Manager system and communications protocols with the provider company and create an Ealing protocol/process document for reference.
  - Insist ( with the provider company ) on a LA systems manager manual for reference and to ensure consistency and continuity through changes in staffing

#### **Links with Achieving Excellence Together:**

1. Our aspiration is that every school in Ealing will be good or outstanding by 2018 – there will be minimal variation in the quality of education provided
2. Every school will have the highest expectations for the well-being, progress and achievement of all its learners - significantly reducing the achievement gaps between groups of children and their peers
3. Ealing will be a recognised as a leading local authority in promoting educational excellence through providing, brokering and commissioning high quality educational services, innovation and high quality leadership in partnership with its schools

## School Effectiveness Impact Evaluation 2016

### Achieving Excellence Together

#### Additional Evidence

##### Schools' Survey (June 2016)

Question: *How do you rate the quality of training/ support/ guidance received from this service?*

Answer Options	2013	2014	2015	2016
Outstanding	13.3%	8.6%	0.0%	34.8%
Good	75.6%	65.7%	46.2%	60.9%
Requires improvement	11.1%	22.9%	38.5%	4.3%
Inadequate	0.0%	2.9%	15.4%	0.0%

Question: *What is difference this service area is making to the work of your school in promoting better outcomes for children and young people?)*

Answer Options	2013	2014	2015	2016
Outstanding	9.1%	0.0%	0.0%	30.4%
Good	75.0%	80.6%	46.2%	65.2%
Requires improvement	13.6%	19.4%	38.5%	4.3%
Inadequate	2.3%	0.0%	15.4%	0.0%

Question: *How do you rate the quality of our communications in this service area including our responsiveness to requests and follow-up actions?)*

Answer Options	2013	2014	2015	2016
Outstanding	17.4%	6.1%	0.0%	30.4%
Good	69.6%	78.8%	46.2%	56.5%
Requires improvement	13.0%	15.2%	30.8%	13.0%
Inadequate	0.0%	0.0%	23.1%	0.0%

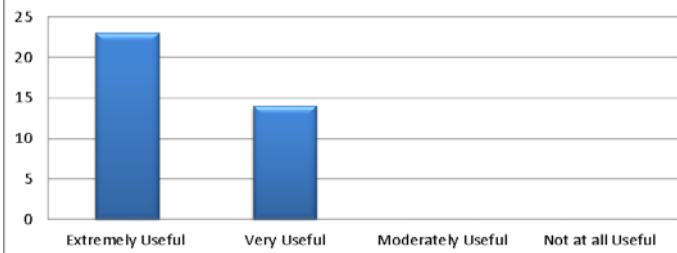
Question: *How do you rate the overall value for money in maximising efficiencies and using public money effectively to promote improvement in outcomes for children and young people?*

Answer Options	2013	2014	2015	2016
Outstanding	10.9%	0.0%	7.7%	30.4%
Good	71.7%	81.8%	38.5%	60.9%
Requires improvement	17.4%	18.2%	38.5%	8.7%
Inadequate	0.0%	0.0%	15.4%	0.0%

## School Effectiveness Impact Evaluation 2016 Achieving Excellence Together

### NQT Mentor Training (July 2016)

**Overall, how satisfied were you with this event?**



**How do you rate the following aspects of this event?**

