School Effectiveness Impact Evaluation 2015

1. Raise standards, close achievement gaps, remove barriers to learning to secure the best possible outcomes for Ealing children and young people
2. Build capacity for sustainable improvement by developing infrastructure, leadership and school to school partnership

Strand	CPD and training programme
Lead	**Sally Davies**
	Supports all SE strands and objectives by the provision and promotion of good quality, effective and value for money professional development and training opportunities.
Key Objectives 2014-15	1. Maintain high standards of quality and customer satisfaction across the programme in all aspects 2. Address developmental feedback from schools received this year 3. Maintain levels of income 4. Deliver improvements and additional functionality to CPD Online and other communication systems and processes for training 5. Develop a high quality programme for 2016-17

Success criteria 2014-15

1. Evidence of high standards of quality and customer satisfaction across the programme in all aspects
2. Evidence of improvements delivered in response to schools' developmental feedback
3. Levels of income are appropriate to sustain delivery of a high quality programme
4. Evidence of impact of improvements to systems and processes
5. High quality programme for 2015-16 is in place and schools are engaging with it

1. Evidence of high standards of quality and customer satisfaction across the programme in all aspects

Over the 2014/15 academic year, 2428 feedback forms were collected from 156 courses administered by the school effectiveness service. Feedback indicates that schools value the wide range of opportunities on offer and the breadth of input from both internal colleagues, external associates and other schools.

Nearly 100% of responses indicated that the training was useful, met objectives, had the potential to make a difference in their role/workplace, and was delivered well with a range of activities. Administration was also considered highly this year. In fact, more than half of respondents rated the courses as 'excellent' in terms of usefulness (59%), which is an increase of 5% points since 2012/13 and of 15% points since summer 2011/12. More than half rated courses as 'excellent' for each criterion, and over 90% rated each criterion as at least 'very good'.

Regarding specific programme areas, 100% of respondents considered 'School Business Management', 'ICT', 'More Able Pupils', 'New Head teacher Induction' and 'Science' programme courses to be very good or excellent in terms of usefulness. All programmes with statistically significant results scored at least 93% in terms of usefulness.
As in previously reported years, the overwhelming majority of respondents (over 99%) who attended an Ealing training course in 2014/15 reported that they would recommend the course to others.

In conclusion, there is clearly a high level of satisfaction amongst course participants. This year evenness in results across terms, key stages and programme areas indicates a consistently high quality of teaching and content across the board.

Overall, results are slightly better than in previous years and continue to show a progressive upward trajectory since 2012/13. Although the differences are too small to be statistically significant, respondents appear to be increasingly likely to consider the training programme to be not just 'very good' in terms of making a difference in the classroom, but 'excellent'.

2. Evidence of improvements delivered in response to schools' developmental feedback

A review of school teaching staff training, as well as for support staff and governor training programmes was carried out by programme leads in liaison with schools in 2014-15 and the programme for 2015-16 has been developed to update and improve the offer including to support changes in assessment, qualification and government priorities –

Feedback from CPD users:
      Network meetings to include specific and tailored CPD to meet the needs of the network group
      Extend the target group for some courses where appropriate

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Continue with the professional/qualification courses on offer
Develop a digital literacy course
More CPD events to include information on SEN and EAL

Response: New and updated programme of events 2015/16 to include the following:

EAL induction for TA's
Support Work in Schools, level 2 award (for all school support staff)
Digital literacy
Mindset
Behaviour Management - an advanced course for SMSA's
Gangs and gang culture including social media support and guidance
EAL Parents as Partners in Learning
Managing complaints (for governors)

For the full programme of CPD events please go to www.ealingcpd.org.uk

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3. **Levels of income are appropriate to sustain delivery of a high quality programme**

Income from pay-as-you-go customers for the academic year was approximately 90K and schools from outside Ealing as well as academies and the independent sector contributed to this total and continue to buy into both the SLA package as well as on an ad hoc payg basis. 56 schools bought the SLA in 2014-15 at £240K and 58 schools have bought into the 2015-16 SLA to date at £250K.

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4. **Evidence of impact of improvements to systems and processes**

Examples of developments which have been achieved on CPD Online in 2014-15

- Financial model has been enhanced providing more efficient back-office systems and accurate billing/records
- New flier functionality enables trainers to generate a branded flier automatically from information about courses populated on the training database
- New directories/events lists have been redesigned and improved and are pulling through information dynamically from the database to support communications
- Subject lists/categorisation of events were rationalised and improved so that the automatic new course alerts match peoples profiles better – reminders to schools about updating personal profiles has improved this also making alerts more relevant to the user – work is ongoing
- Trainer profiles can now be added to course details on the training website and will be available for potential course delegates to view online for events where this is appropriate
- A 'linked course' function has been developed so that multiple courses/events which are linked to a programme area for example can be displayed together and bookings can be actioned in single transactions, enhancing both the publicity aspect as well as reducing the administrative burden on schools. For example the LA NQT programme is all linked and the EPTSA offer is linked
- Room booking online has been enhanced to provide smarter working for the EEC and SE trainers and commissioners
- Hands-on publishing to the site has been developed so that the EEC team have more control over the help and resources areas of the schools and governors channels on the site so this can be enhanced and more responsive to needs identified

Work which has been specified / scoped and is either already in development or being clarified for development during 2015-16 includes:

- Conversion to a fully responsive website for better access and interactivity via mobile and other devices – which will enhance user experience and convenience as well as help the move towards fully online course evaluation – smarter working and to alleviate the need to both hard copy feedback forms for events as well as online evaluations
- Better reporting of feedback on quality direct from the system
- SMS text messaging for last minute changes to events and reminders
- Access by the Training School Alliances to manage programmes on the site
- Improved template to suit school to school information on the site
- Archiving staff from schools who have left the school (an ongoing issue which has been reported by schools a number

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of times but not fixed by the system provider – apologies for the delay!)
- More user friendly URLs for access to specific events online
- Facility to add 'booked events' to Outlook and other calendars
- LGFL single sign on (potential development being led by the provider in collaboration with LGfL)
- Development of a channel for safeguarding training managed by the ESCB
- Facility for sharing expertise in schools
- A new channel for Ealing foster carers

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5. **High quality programme for 2015-16 is in place and schools are engaging with it**
   There are currently 392 events published on CPD Online for schools for the next academic year 2015-16 and 800 bookings have already been confirmed. Quality feedback shows a continuing upward trajectory and the 2015-16 programme will be subject to scrutiny to ensure this continues. Collaborative working with the Teaching School alliances and support to schools to promote and share their CPD events and opportunities is continuing to enhance the local offer to Ealing schools.

Key objectives going forward 2015 - 16

6. Maintain high standards of quality and customer satisfaction across the programme in all aspects
7. Address developmental feedback from schools received this year
8. Maintain levels of income to support high quality service provision
9. Deliver improvements and additional functionality to CPD Online and other communication systems and processes for training as well as meet the needs of a growing school-to-school CPD culture
10. Develop a high quality programme for 2016-17 incorporating expertise from Ealing schools

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Success criteria 2015 - 16

1. Evidence of high standards of quality and customer satisfaction across the programme in all aspects
2. Evidence of improvements delivered in response to schools' developmental feedback
3. Levels of income are appropriate to sustain delivery of a high quality programme
4. Evidence of impact of improvements to systems and processes including increased use of LA systems to facilitate school to school CPD
5. High quality programme for 2015-16 incorporating delivery by Ealing schools was delivered and schools engaged with it