



# Steps to School Improvement

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**Athena Education**



# Setting the vision and the direction!



Create a vision that is meaningful, student centered and outcome driven.



Ensure the vision is visible and communicated everywhere (to all stakeholders).



Identify all the areas of school provision where the vision will be evident.



Rigorously monitor and promote the vision and its implementation.



Create a common language which relates to the vision and is learning centered.



**SUCCESS!**

**Involve all stakeholders in rigorously and systematically evaluating provision against the vision.**

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Evaluate the outputs and identify which inputs and process need to be changed to secure improvements.

Use all data, analyze it thoroughly and communicate clearly to the whole school community.

Systematically scrutinize students work/outcomes and clearly identify the next steps for each group of stakeholders.

Apply an effective coaching and mentoring system to support each staff member and governor in the process.

The SEF document should be evaluative, identifying starting points, what was done, the impact and what still remains to be done.



Set a clear plan  
for  
implementing  
the vision which  
secures  
improvements

- **Identify and communicate roles and responsibilities and secure the involvement of every stakeholder- every adult, every time for every child.**
  - **All targets will identify which student outcomes need to be improved and should be based on data which will clearly measurable .**
  - **Please refer to the school improvement document for the format of the school improvement plan. –outputs-inputs and processes.**
  - **Every leader should own each aspect of the plan and know how the improvements fit into the vision of the school.**
  - **Include in the plan how you will build a sustained culture of improvement and learning.**
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# Create a vibrant culture of learning



**Define  
and  
agree**

Define and agree a common definition of what good learning looks like.

**Create**

Create a learning environment both in the school and online which reflects the vision and facilitates rapid progress for all groups of students.

**Establish**

Establish a common language of learning which is visible everywhere including agreement of what good progress looks.

**Make**

Make the progress beyond the curriculum or grade standards central to all learning.

# Establish a systematic system of monitoring which involves all stakeholders

To monitor outputs; scrutinize, analyze and set next steps	To monitor processes; observe, walk alongside, challenge and feed back	To monitor inputs; review, research, compare, test
Students work- weekly	Learning walks	Curriculum
Students attitudes and feedback	Classroom observations	Resources
Data related to student achievement	Teacher/student conferencing	Policies
Data related to performance standard 2-attendance, behavior etc	Surveys/communication strategies	Communications
Compliance	Compliance	Compliance

# Set Milestones and Celebrate



Promote and share best practice



Feedback precisely- praise without qualification



Constantly review communication systems



“Lovebomb” students’ families and staff. Every staff member contacts 1 family each day to share positive outcomes



Challenge each other, support each other and for every problem identified provide a solution