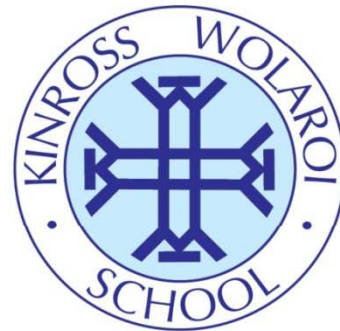


KINROSS WOLAROI SCHOOL

Orange



An ancient Oriental wisdom:

*“ When you wheel your barrow to the foot of the mountain
Suddenly a path will appear.”*



Self evaluation

- A facility to ensure that your school is moving forward and taking the time to think reflectively about the service it is providing and ways to further improve it.
- Developing self evaluation tools will provide you and your school with meaningful reflective data to ensure that the students in your school are receiving the best care they can.



Where is it coming from?

- The self evaluation that KWS has been working with has been designed on the foundations of the Scottish system.
- The Scottish Education system has been a leader in self evaluation since 1996 when they first published “ *How Good is Our School*” (HIGIOS). This document has been further refined in 2002 when a new edition of HIGIOS was published and again in 2007.



The basis of self evaluation

- According to Her Majesty's Inspectorate of Education :
“Self-evaluation is not a bureaucratic or mechanistic process. It is a reflective professional process through which schools get to know themselves well and identify the best way forward for their pupils. It will, therefore, promote considered innovation.It is about change and improvement, whether gradual or transformational, and is based on professional reflection, challenge and support. It involves taking considered decisions about actions which result in clear benefits for young people.”
[HMIE 2007]



What does it really mean?

- At the heart of self-evaluation are three questions:
 - ❖ How are we doing?
 - ❖ How do we know?
 - ❖ What are we going to do now?



The Association of Independent Schools of NSW

- How good is our school?
- How are we going?
- How do we know?
- What things could be better?
- What has made the difference?
- How do we know things are different?



Gathering Data

In order to carry out self evaluation data must be gathered from the key stakeholders within the boarding community.



Frank Crawford, HMle 2010



Practice at KWS

- In 2008 a full survey based on a HMle Care and Welfare Inspection was carried out. All key stakeholders, staff, parents and most importantly students were surveyed. Over 80% of parents replied.
- This empirical quantitative data was used for self review and immediate feedback was given to all Heads of House.
- A report was published along with a working paper that led to immediate change in policy and long term planning.
- Staff were actively encouraged to share best practice. This has included Heads of House adopting proven behavioural management policies. New Heads of House have been involved in the observation of Director of Boarding as incidents have been dealt with and vice versa.
- Self evaluation tools were developed for continued use by Heads of Houses and the Director of Boarding.



Producing a self evaluation tool.

- The source for a self evaluation tool can come from any quality assurance tool such as *Duty of Care* or the *South Australian Department of Education and Children's Services Aboriginal Education* checklist.
- Prior practice and experience at KWS led to evaluation tools being produced through the synthesis of two key educational quality assurance tools. These being HGIOS and The UK National Minimum Boarding Standards. These documents outline a system for self evaluation and a series of boarding specific standards to evaluate the boarding experience against.



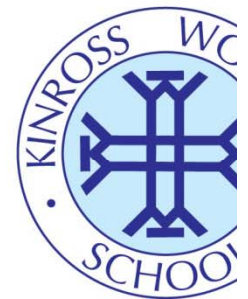
Why do it? We don't have time.

- The Scottish experience of over 10 years of working with self evaluation has shown
- *Collaborative cultures are strongly associated with student success and retention among teachers.*
- *We can all learn new skills and techniques from each other. In a learning organisation staff are learning alongside children and young people. However long we have been in the profession there are always new things to learn from our colleagues.*
- *Reflective communities have staff who are motivated and enthusiastic and are happy to discuss what is going on in their classrooms.*

Source: Learning Together: Improvement through self-evaluation HMle 2010
<C:\Users\Simon Shepherd\Desktop\Using self evaluation.mp4>



An instrument of change

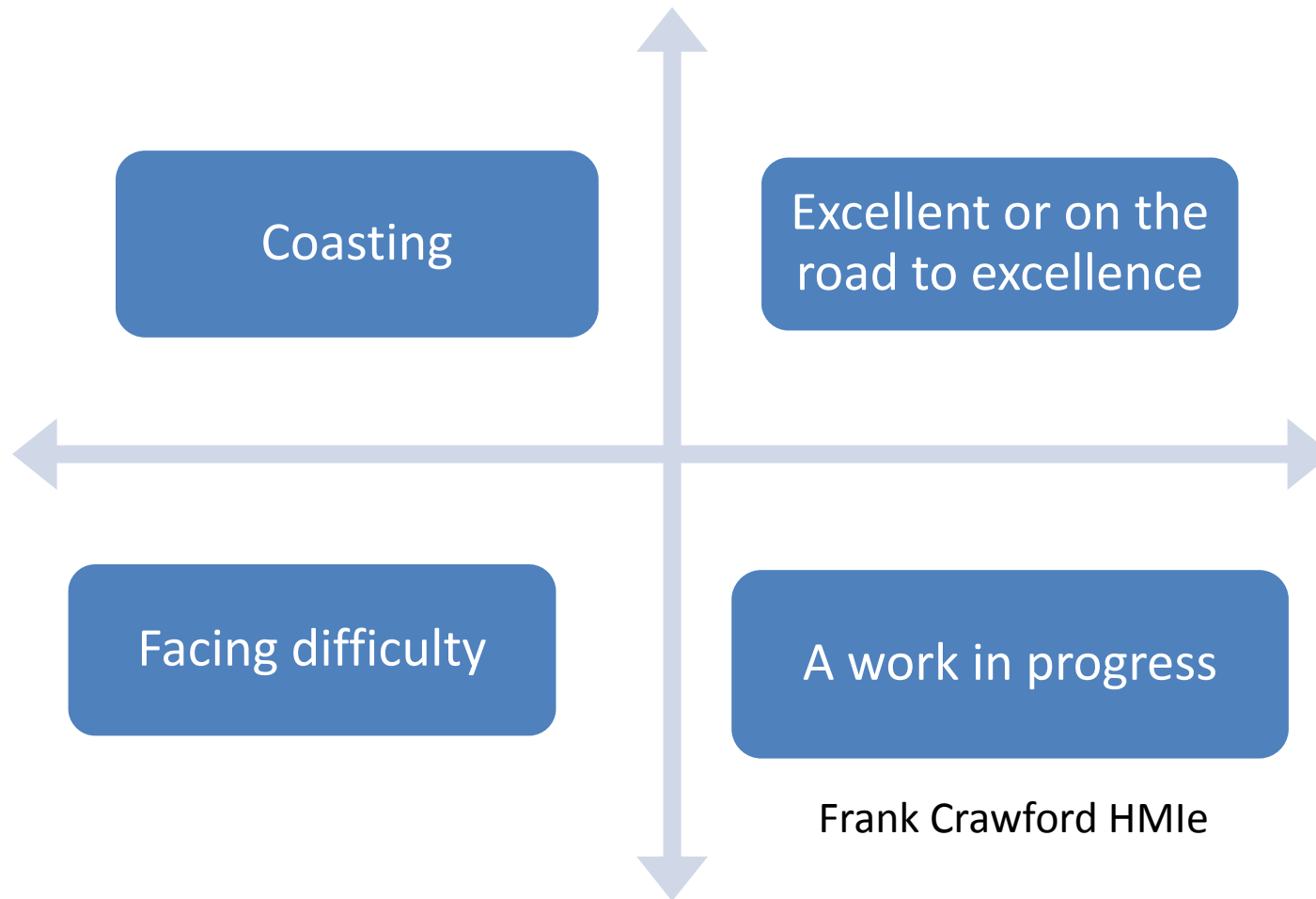


KWS Experience

- Initial reluctance.
- Growing awareness
- Increased co-operation and sharing of best practice.
- Immediate feedback
 - Staff
 - Managment
 - Key stakeholders
- Increased succession planning and more detailed reflective thinking about current practice and sharing of best practice.



Where are we now?



Frank Crawford HMle



Reference documents and further reading

- **Learning Together: Improvement through self-evaluation**

http://www.journeytoexcellence.org.uk/Images/Improvement%20through%20self%20evaluation%20professional%20development%20pack_tcm4-563730.pdf

- **Boarding schools: National Minimum Standards**

http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsPolicyAndGuidance/DH_4006331

- **How Good Is Our School**

<http://www.hmie.gov.uk/documents/publication/hgiosite3.pdf>

