

Improving Outcomes for

Learners

18 September 2012



Concept of incremental improvement or "aggregation of marginal gains"

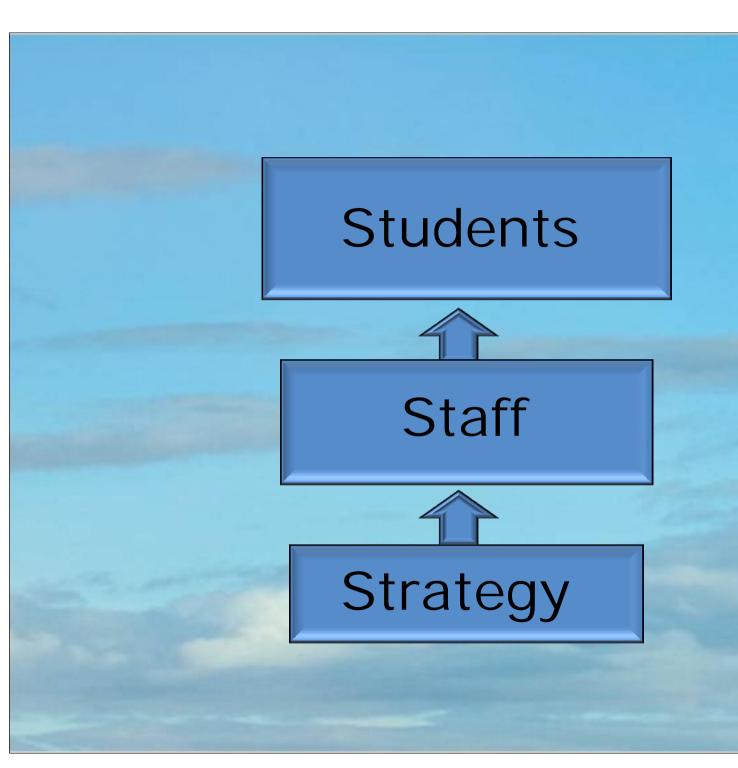
Dave Brailsford

Put simply.....

how small improvements in a number of different aspects of what we do can have a huge impact on overall performance

Need to be single-minded

- Understand what you want to achieve (strategy)
- Have a team with skills & motivation to succeed (staff)
- Develop 'ownership of performance' (students)



Strategy (Board led)

Culture, ethos mission, priorities
Student Achievement

- Pay and Reward structure
- Recruitment and qualified teachers and managers
- Policies and Procedures
- Financial Health

Staff

- Performance Management
 Framework
- Coaching and Mentoring
- Lecturer Qualifications
- 3 2 1 Teaching
 Observation process
- Consistency and Compliance

Students

- Tutorials / progress reviews
- Monitoring and targets
- Curriculum design
- Student Organiser (ILP)

Ofsted Best Practice Visit 2012

- "Significant change in the culture of the College to one which focuses strongly on outcomes for learners"
- "An ethos of aspiration for students and professional standards"

- "Focus on improving outcomes is persistent and unremitting"
- "Action is always taken where under-performance is identified"
- "Staff have trust and confidence in leadership and are proud of the College"