


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)

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graph BT; Strategy[Strategy] --> Staff[Staff]; Staff --> Students[Students]
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Students

Staff

Strategy

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"