

Secondary School
Lampton School, Hounslow



Evaluate the effectiveness of professional development and learning provision

CPD and performance management are a core part of the culture, as is BlueSky which also helps to inform strategy planning for the coming year

About the school

Lampton School is an Ofsted-rated 'outstanding' school and was one of the first teaching schools to be established by the DfE. A 'complex urban' comprehensive, the school is non-selective and its 1,600 students come from a wide range of ethnic backgrounds, but generally fall below the national average in terms of ability and socio-economic circumstances with 1,200 students speaking English as an additional language. However, student achievement is above average and the school has been deemed 'outstanding in challenging circumstances' by Ofsted in each of its last three inspections.

Its 170 staff have year on year been responsible for the significant student progress or 'value added' measure.

The senior leadership team needed a system that would allow them to take a holistic approach. For each member of the staff they needed to be able to review the 'value added' measure achieved, internal and external lesson observations and their line manager's thoughts on how they performed in relation to objectives set, Lampton School teachers' standards and the National Teachers' Standards.

What were the challenges?

- To improve its Progress 8 'value added' measure year on year
- To track staff progress in relation to Progress 8 targets
- To identify areas for development
- To bring transparency to discussions on performance-related pay
- To enable staff to evidence their achievements

“Transparency is key to holding people to account and staff have warmed to BlueSky as it enables them to highlight their successes. They view it as progressive and particularly like it when it supports them to progress up the pay scale!”

Johnnie Pavey, Assistant Head & Teaching School SLE at Lampton School in Hounslow.



At Lampton School, Continuing Professional Development and performance management are a core part of the culture. They form an important part of its annual cycle, and start and finish on the same day every year - in early September - when Lampton School kicks off the new term with its first INSET day for all teaching staff.

At the beginning of the year staff work with middle leaders and senior leaders to ensure they know how to set SMART targets - targets that are Specific, Measureable, Attainable, Relevant and Time Bound.

How is BlueSky supporting Lampton School?

BlueSky has enabled Lampton School's SLT to aggregate and evaluate data necessary to gauge the effectiveness of Lampton's professional learning provision. This helps to inform strategy planning for the coming year.

Lampton School uses the following features in BlueSky:

Reviews Module - where staff review themselves against the National Teachers' Standards and the Lampton School teachers' standards.

Objectives Module - where staff, working with their line manager, identify and enter their professional objectives linked to their development needs and the school improvement plan.

Training Module - where Lampton School advertises the professional learning programme available to staff to book.

CPD Module - where staff log their professional learning, including the Lampton School professional learning sessions, and the impact it has had on their practice.

What is the impact?

BlueSky has impacted staff by giving them a platform they can use to document their successes and to provide evidence to the senior leadership team ahead of discussions on performance-related pay. Gone are the days of 'value added' progression spreadsheets.

As a diagnostic tool BlueSky is used by senior leaders to highlight issues and challenges that need to be addressed before external reviews.

Being evidence-based it has made decisions regarding performance-related pay significantly easier.

“Most importantly, it clearly illustrates teaching and learning achievements in an easy to digest manner, and helps SLT know explicitly how well their staff are doing and to say emphatically “we are here”.”

Johnnie Pavey, Assistant Head & Teaching School SLE at Lampton School in Hounslow.

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Tel: +44 1483 880004 | Email: info@blueskyeducation.co.uk | Facebook/Twitter: @BlueSkyMatters | Web: blueskyeducation.co.uk