



Sign:

Date: March 2023

Review: March 2025 or sooner if required

POLICY FOR OBSERVATION AND MONITORING BY SCHOOL STAFF

1. INTRODUCTION

Observation and monitoring activities at Seaton Delaval First School form an essential part of a process of continuous self-review and improvement. The activities are designed to raise standards in teaching and learning by:

- providing useful management information;
- utilising and sharing available expertise;
- encouraging mutual support and guidance;
- providing opportunities for professional development;
- encouraging a culture of ambition for improvement.

2. CONFIDENTIALITY

- 2.1 All those engaged in observation and monitoring must respect the confidentiality of the information gathered and the judgements made.
- 2.2 Data from observation and monitoring must be presented in a way that does not identify individual members of staff.

3. OBSERVATION AND MONITORING CALENDAR

- 3.1 The observation and monitoring calendar (Appendix) sets out the pattern of observation and monitoring through the year.

4. CODE OF CONDUCT FOR CLASSROOM OBSERVATIONS

- 4.1 Apart from occasional unannounced visits by the Head Teacher, all classroom observations must be arranged beforehand, in accordance with the Observation and Monitoring Calendar.
- 4.2 The member of staff being observed must be aware of the focus of the visit and the relevant criteria for assessment. (See 7. below.)
- 4.3 The observer must carry out the task with honesty, courtesy and sensitivity.
- 4.4 The observer must provide oral and written feedback to the person observed. A copy of the written feedback must be given to the Head Teacher. It is the observer's responsibility to arrange a suitable time for oral feedback.
- 4.5 All involved in the process may, at any time, request a meeting with the Head Teacher, or when the Head Teacher is the observer, the Chair of Governors.

5. CODE OF CONDUCT FOR MONITORING PLANNING & ASSESSMENT

- 5.1 All monitoring of planning and assessment will be done with the knowledge of the teacher(s) involved.
- 5.2 Requests for access to planning and assessment files must be sensitive to the needs of the teacher(s) concerned.
- 5.3 Written feedback must be provided, with a copy given to the Head Teacher.

6. CODE OF CONDUCT FOR MONITORING PUPILS' WORK

- 6.1 All monitoring of pupils' work will be done with the knowledge of the teacher(s) involved.
- 6.2 Requests for access to pupils' work must be sensitive to the needs of the teacher(s) and children concerned.
- 6.3 Written feedback must be provided, with a copy given to the Head Teacher.
- 6.4 Those monitoring must not make marks, or comments, on children's work.

7. PERFORMANCE MANAGEMENT

- 7.1 The member of staff being observed must be informed if a lesson observation is to be used to inform a judgement about progress against previously agreed objectives.

ANNUAL CALENDAR FOR OBSERVATION AND MONITORING

1. INTRODUCTION
All classroom observations and other monitoring must be undertaken with regard to the relevant school policies.
2. MONITORING BY HEAD TEACHER
 - 2.1 Informal, unannounced, brief visits to classroom from time to time
 - 2.2 Classroom observations in all classes
 - 2.3 Scrutiny of class teachers' planning and assessment files
 - 2.4 Scrutiny of work from all classes
 - 2.5 Monitoring marking and learning environment
 - 2.6 Monitoring and analysis of pupil progress data
3. MONITORING BY CORE SUBJECT LEADERS
 - 3.1 One classroom observation per class per year
 - 3.2 Scrutiny of medium term planning
 - 3.3 Termly scrutiny of a sample of children's books
 - 3.4 Triangulation exercise by English and maths subject leaders
 - 3.5 Monitoring and analysis of pupil progress data in the relevant subject
4. MONITORING BY TEAM LEADERS
Not applicable at this time.
5. MONITORING BY FOUNDATION SUBJECT LEADERS
 - 5.1 Scrutiny of medium term planning
 - 5.2 Monitoring walks
6. OBSERVATION, WORK SCRUTINY ETC. FOR CPD PURPOSES
From time to time staff may visit each others classrooms, possibly in pairs and/or joined by the head teacher, or a local authority consultant, as part of the professional development of the observer. Similarly, staff may undertake scrutiny of planning, assessment records and pupils' work.
7. OBSERVATION AND MONITORING BY NQT MENTORS
Observation and monitoring by NQT mentors will take place according to current regulations.
8. CLASSROOM OBSERVATION BY GOVERNORS
All governors are invited to observe lessons in order to more fully understand the work of the school. Such observations must be arranged in advance with the head teacher, must take account of the arrangements in this calendar and must comply with the school policy 'Governors' Visits to School'.
9. LOCAL AUTHORITY REVIEWS
In order to comply with its statutory duties, representatives of the local authority may, from time to time, carry out a review of the work of the school. This may include classroom observations, work scrutiny and inspection of planning and assessment documents.
11. OFSTED
Ofsted inspectors will carry out observations, interviews and scrutinies during inspections and monitoring visits.
12. ADDITIONAL OBSERVATION AND MONITORING
This calendar sets out the anticipated pattern of observation and monitoring from the school. The head teacher reserves the right to carry out, or direct others to carry out, additional activities, as required by circumstances.