Bower Primary School



**Self-Evaluation Policy**

“I will go anywhere, provided it is forward.”

David Livingstone

Reviewed December 2019

“Self-evaluation is forward looking. It is about change and improvement. It involves taking considered decisions about actions which result in clear benefits for young people.”

HGIOS

We all agree that effective self-evaluation leads to success in teaching and learning. Therefore, in Bower Primary school we carry out self-evaluation in a variety of forms to ensure that is at the heart of our practice. Everyone has an important role to play in this as is detailed below.

The Head Teacher –

* Discuss the purposes and formats for self-evaluation with staff
* Regularly gathers the views of staff, parents, learners and partners. These views are then shared with everyone to help improve the school.
* Meet with the staff to discuss wider achievements of the children.
* Works with the class teachers to create and improve formats for recording self-evaluation.
* Writes a school improvement plan which is shared with parents.
* Ensures that this policy is regularly reviewed.
* Writes a child friendly format of the school improvement plan which is shared and discussed with the children.
* Ensures that improvements impacts practice, by discussing this with staff and recording impacts as a result of improvements.
* Reviews class teacher’s forwards plans and gives both written and oral feedback to these.
* Meets with class teachers in May and November to track children’s progress and record this.
* Makes planned observation visits of class teachers and discusses this with them, both before and afterwards.
* Holds annual staff development and review meeting with class teachers, which are recorded.
* Holds annual staff development and review meeting with non-teaching staff, which is recorded.
* Writes and shares with parents, an annual school standards and quality report, which identifies the schools strengths and areas for improvement.
* Ensure there are opportunities for staff to be involved in sharing standards and practices.
* Track the progress of developments to support staff.
* Tracks that children are regularly self-evaluating their effort and progress.
* Monitors the development and use of our profiling app Seesaw and gives support with this.
* Supports children led citizen groups.

The Class Teacher and non-teaching staff\*

* \*Promotes self-evaluation in a positive and purposeful way to their children.
* Evaluates their classroom practice continually\* and completes a termly self-evaluation of this, which focuses on successes, improvements and impact.
* Evaluates their forward plans to highlight success and next steps.
* Asks the children ‘What makes a good teacher?’ and listens and thinks about their responses when self-evaluating their practice.
* Tracks children’s progress in areas of learning and wider achievements.
* Attends twice yearly tracking meetings with the Head Teacher.
* Records their views of their strengths and areas for improvements regarding their practice and discuss with the head teacher before and following planned classroom observations.
* \*Prepares for and attends annual staff development meetings with their head teacher.
* Arranges the children into Citizenship groups so that their voice is regularly heard regarding the life and development if the school.
* \*Gives input and reads the School Improvement Plan
* \*Gives input and reads the schools Standards and Quality Report.