

# Whole School Evaluation - Management, Leadership and Learning!





# School Context

- ▶ 265 pupils
- ▶ 10 Mainstream classes, 8 SET, 1 MGLD Class
- ▶ Co-ed since 2022
- ▶ Junior Infant and Senior Infant girls and boys, 2<sup>nd</sup> to 6<sup>th</sup> all boys
- ▶ Large cohort of EAL pupils
- ▶ Non-DEIS!





# WSE - MLL Initial Notification

- ▶ WSE-MLL in November 2023
- ▶ 16 years since last WSE
- ▶ 10 working days notice
- ▶ Email notification followed by a phone call
- ▶ Inspection based on new guidelines
- ▶ Focus on:
  1. The quality of pupils' learning
  2. The quality of teaching
  3. The quality of support for pupils' wellbeing
  4. The quality of leadership and management
  5. The quality of school self-evaluation

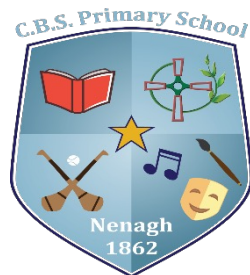


An Roinn Oideachais  
Department of Education

## A Guide to Inspection in Primary Schools and Special Schools

Inspectorate  
Updated January 2024





# WSE-MLL Overview

- ▶ Detailed email of what is required
- ▶ Parent Surveys
- ▶ Pupil Surveys & Focus Group
  - ▶ 3<sup>rd</sup> to 6<sup>th</sup> class
  - ▶ Separate surveys for mainstream and special classes
  - ▶ Translation for EAL pupils
  - ▶ Focus Group of 12 pupils 3<sup>rd</sup> to 6<sup>th</sup> class
- ▶ Teacher Surveys
  - ▶ Administered on-line in all schools with nine or more mainstream class teachers.
- ▶ Meetings
  - ▶ Leadership team
  - ▶ BOM - Chairperson + 2 + ERST Representative
  - ▶ Parents' Assoc. - Chair + 2 - if affiliated to NPC
  - ▶ SEN team
  - ▶ Principal meeting
  - ▶ Post WSE feedback meeting 1 week later



# WSE-MLL Requested Info.

- ▶ Requested to provide the following within 1 week
- ▶ Teachers timetables - Mainstream and SEN and indicate where in-class support/withdrawal is happening
- ▶ Policies
  - ▶ Child Safeguarding Statement including Risk Assessment
  - ▶ Code of Behaviour
  - ▶ Anti-bullying policy
  - ▶ Enrolment policy
  - ▶ Assessment policy
  - ▶ SEN policy
  - ▶ SNA policy
  - ▶ SPHE including RSE
  - ▶ SSE reports and school improvement plans



# WSE-MLL Requested Info.

- ▶ Individual teacher' recorded preparation - current fortnightly
- ▶ Pupil copybooks
- ▶ Cuntais mhíosúla (January 2023 - October 2023)
- ▶ Whole-school and class assessment records
- ▶ Pupils Support Files for pupils in receipt of support
- ▶ School register ( or electronic version )
- ▶ Curricular plans
- ▶ Copies of the last three years standardised test results overall whole school data in percentile/standard score format
- ▶ Minutes of three most recent staff meetings
- ▶ Minutes of five most recent meetings of the board of management



# School Information Form

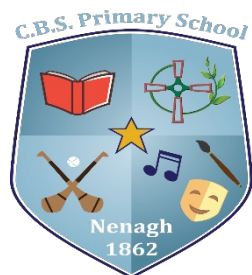
- ▶ Most important document of the WSE - 1 week to provide
- ▶ Your chance to sell your school
- ▶ Info needed:
  - ▶ School day, teaching staff
  - ▶ % of pupils reported to Tusla as absent for 20 school days in last 3 years
  - ▶ Important context factors relevant to your school
  - ▶ Significant strengths in teaching and learning in your school
  - ▶ What are the current priorities for school development?
  - ▶ Please identify significant strengths in support for pupils in your school
  - ▶ Any further relevant information that you wish to bring to the attention of the Inspectorate
- ▶ Discussed this with ISLM team and staff



# Timetables

- ▶ Provided to us on Friday before the Monday start
- ▶ Each evening the next days timetable was provided
- ▶ Inspectors in school 8.30am to 4pm x 3 days
- ▶ All teachers in schools with <12 mainstream teachers are evaluated
  - ▶ SET's engaging in in-class support are evaluated alongside the class teacher
  - ▶ SET's who are withdrawing children are evaluated 1:1





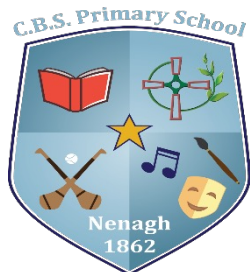
# During the inspection

- ▶ Visits to all classrooms during the 3 days
- ▶ Approx 1hr 30mins per teacher
- ▶ Questioning of children, displays, assessment folders, copybooks etc..
- ▶ Feedback sessions with teachers
- ▶ Requests for further information each morning
  - ▶ Standardised tests - no. of eligible pupils and no. exempt
  - ▶ Provision plan for Continuum of Support
  - ▶ Sample of Language files for EAL pupils
  - ▶ Pre and post test info.
  - ▶ Children who may have been on a reduced school day in the last 4 years
  - ▶ Attendance figures



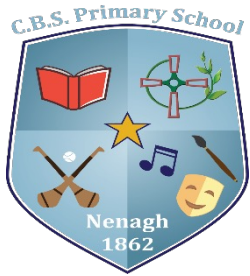
# ISLM Meeting

- ▶ How do you lead Teaching & Learning in the school?
- ▶ Reviewed Roles and Responsibilities but this was not the main focus
- ▶ 1. How do you know teachers are implementing your plans in the classroom?
- ▶ 2. How do you monitor and evaluate targets for English, Irish and Maths in the classroom?
- ▶ 3. How do you as a leader communicate your leading and learning for your subject in school?
- ▶ 4. As middle management how do we assess that our whole school plans are being implemented?
- ▶ 5. What was your focus for SSE?
- ▶ 6. When were the ISLM roles and responsibilities last reviewed?
- ▶ 7. What was the process used to choose responsibilities for the last post?
- ▶ 8. Were the staff consulted?
- ▶ 9. Do we complete standardised tests in Irish?
- ▶ 10. Cad é an caighdeán Gaeilge inár scoil?



# ISLM Meeting

- ▶ 11. Cad é an bhéim a chur ar Ghaeilge inár scoil?
- ▶ 12. How do you measure your progress of language in school?
- ▶ 13. What methodologies are used in the classroom to improve teaching and learning language?
- ▶ 14. What support does your Principal give to the middle management team and the staff?
- ▶ 15. How often do you meet as a middle management team?
- ▶ 16. Do the BOM come in to the school?
- ▶ 17. What are your priorities for children in your school?
- ▶ 18. If a pupil from another country arrived to your school, how do you integrate that pupil into your school?
- ▶ 19. What relationship does the Principal and BOM have with the school community, teachers and children?
- ▶ 20. What relationship is evident with the Principal and the wider community?



# BOM & Parents Assoc. Meetings

- ▶ BOM - 3 members of the BOM & ERST Representative
  - ▶ SSE focus, CPOR, Bullying Report, Agreed Report
  - ▶ Format of meetings and how often they are held
  - ▶ How do you know T&L is happening in the school?
  - ▶ Ethos of the school
- ▶ Parents Assoc.
  - ▶ Parents perspective of the school
  - ▶ Communication from the school
  - ▶ How do you know T&L is happening in the school?
  - ▶ How many meetings a year, how is Agenda decided on etc...
  - ▶ Is the school well run and is the school a welcoming environment?



# SEN Meeting

- ▶ School Provision plan for pupils with SEN - agreed format. Guidelines-for-Primary-Schools-Supporting-Pupils-with-Special-Educational-Needs-in-Mainstream-Schools Appendix 2
- ▶ Evidence of SEN planning
- ▶ Pre and post testing for initiatives
- ▶ Rationale for withdrawal support where it is happening
- ▶ CS, SS, SSP plans and how often are these reviewed - are parents and children included in their development
- ▶ Evidence of SMART targets
- ▶ Assessment for EAL
- ▶ Looking for evidence of children's spoken language across the school



# Focus Group

- ▶ 12 pupils from 3<sup>rd</sup> to 6<sup>th</sup> class - range of abilities and backgrounds
- ▶ Video to be viewed beforehand
- ▶ General questions about the school and teaching and learning
- ▶ All children asked at least one question
  - ▶ How pupils learn and approaches teachers use when teaching
  - ▶ What subjects are taught and how often?
  - ▶ Are you happy in school, who do you go to if you need help or feel unsafe?
  - ▶ Different forms of bullying
  - ▶ What you like and what you would like to see more of?
  - ▶ Digital Learning
  - ▶ Use of school grounds for learning



# Principal's Meeting

- ▶ Achievements
- ▶ Plans for development
- ▶ SSE focus and plans
- ▶ School Plan focus
- ▶ Justification for initiatives and approaches
- ▶ Questions on items that were noted during the evaluation
- ▶ General feedback on the evaluation



# Feedback meeting

- ▶ 1 week after the WSE, feedback with all teachers, BOM nominee and Parents' Assoc. nominee - no SNAs or Ancillary staff
- ▶ Principal & Deputy Principal meet with Inspectorate before the whole staff meeting
- ▶ Go through draft report and opportunity for staff to ask questions
- ▶ Findings in each of the 5 areas - Fair to Very Good
- ▶ Draft report issued for factual verification
- ▶ Response from BOM allowed
- ▶ Report published
- ▶ Our Recommendations: Oral Language, SESE & Local Environs, Challenging learning objectives for EAL learners





# Preparation

- ▶ Keep staff calm!
- ▶ Staff meeting highlighting what the WSE entailed
  - ▶ Opportunity for staff to ask questions and Inspectorate would answer these if necessary
  - ▶ Follow up meeting before WSE started to reassure staff
- ▶ BOM, Parents Council, ISLM, SEN, Focus Group meetings
- ▶ ERST call
- ▶ Shared responsibility for gathering required info.
- ▶ Disable printing caps and extra heat in the evening!



# Principals' Perspective

- ▶ Opportunity for the school to show the great work that was going on
- ▶ Ideal time
- ▶ Principal on the periphery during the evaluation
- ▶ Allows for renewed focus going forward
- ▶ Reassuring that recommendations were previously highlighted by school staff
- ▶ Inspectorate very supportive
  - ▶ Feedback provided about teachers cannot be used directly
- ▶ Affirming



Thank you!