



# Monitoring of Teaching & Learning Policy

Every child has an entitlement to benefit from teaching and learning of the highest quality. This policy sets out the criteria that will be used to monitor, evaluate and review all our teaching. Teachers will be given the professional responsibility to ensure that their teaching meets this standard. The SLT and subject leaders will monitor, evaluate and review teaching to ensure that this high standard is met.

## WHAT IS MONITORING?

A successful and effective self-evaluation process is informed and underpinned by consistent and rigorous monitoring procedures (the formative process).

Monitoring is a key aspect of ensuring consistent practice across the range of school activity. The mere fact of monitoring consistent implementation of policy, practice and procedure has been found to firstly provide a consistently high standard of performance both within academic areas and across the school.

An agreed whole school programme of monitoring is in place which ensures consistency of practice and experience across all academic areas impacted e.g. pupil work scrutiny, teaching practice, data analysis and so on.

### **This enables senior leaders to:**

- make judgments on standards of attainment and degrees of progression;
- develop action points about the quality of teaching and learning, the quality of assessment for learning (AfL), curriculum provision, pupils' learning and progress, their attitudes to work and the consistency with which the school's policies are implemented.

## OBJECTIVES OF EFFECTIVE MONITORING

1. To ensure that all pupils benefit from teaching and learning of the highest standard.
2. To provide a basis for monitoring evaluation and review.
3. To ensure that all teachers are given feedback on their strengths and areas for development within their teaching.
4. To improve the quality of teaching and learning to raise standards and improve levels of progress.
5. To provide a code of practice for monitoring teaching and learning
6. To promote cohesion in teaching and learning.
7. To encourage creativity and originality through a wide range of teaching and learning strategies.

## STRATEGIES

1. Teaching and learning will be regularly monitored, evaluated and reviewed by members of the SLT and Subject Leaders.
2. Staff monitoring teaching and learning will be trained in key skills and procedures to ensure that the process is consistent across all staff and in every part of the school.
3. Lesson planning will be monitored to ensure that it meets the standard required by the SLT.
4. The monitoring of teaching and learning will meet the statutory requirements as set out in the Teachers Standards, Performance Management / Appraisal Policy.
5. The outcomes of teaching and learning e.g. pupils' work, questioning and wall displays etc. will be monitored, evaluated and reviewed to evaluate the impact of teaching.
6. Teachers will be given feedback on the strengths and areas for development soon after the monitoring has taken place.
7. The OFSTED criteria for judging the quality of a Education will be used as the basis for judgements and for feedback to teachers.
8. Teachers will be given written feedback covering key points of strength and points for development.

## ROLE OF STRATEGIC LEADERSHIP TEAM

The School Leadership Team is charged with drawing together all forms of self-evaluation from throughout the school. As line managers they are responsible for the monitoring and oversight of various academic and pastoral areas and support structures also.

SLT as a team provide a comprehensive and thorough view of the performance of the overall school. This view is used to inform the completion of the school self-evaluation form at the start of the Spring Term which will then go forward to identifying targets for the School Improvement Plan. From these are drawn key areas for Performance Management which feed into professional development throughout the school and also used to inform Governors.

The self-evaluation programme of which Monitoring of Teaching and Learning is a key process is a key priority for the School and SLT should ensure that sufficient time and resources are committed to allow this to be successfully completed. The linked documents below shows the range of documents that will form the basis of the evidence upon which SLT and the Headteacher will draw upon when making their judgements.

## OUTCOMES OF THE MONITORING

The outcome of monitoring will result in the Leadership team knowing the strengths and areas for development in teaching and learning. Teachers will be given verbal and written feedback, including praise, and encouragement. Targets will be set for improvement. Staff development needs will be identified and met. These actions will result in an improvement in the quality of teaching and learning. All of the above will feed into each individual teacher's Appraisal and the schools self-evaluation which itself leads into the SIP.

## MONITORING & REVIEW

This Monitoring Teaching & Learning policy is the Head teacher's responsibility and is reviewed annually by the School Development Committee (SDC)

## LINKED POLICIES

Performance Management  
Teacher Standards (DfE, 2016)

## LINKED DOCUMENTS

Criteria for Lesson Observations from Ofsted EIF (2019) Evaluation Schedule Part 2  
Teaching & Learning Monitoring Schedule  
Learning Walks Forms  
Assessment Data (Bromcom)  
Book Scrutiny Form  
Subject Sequence of Learning Grids  
Pupil Tracker