

Commissioning & School Support

1. Executive Summary

Key Strengths

- 100% of support staff & teachers enjoy their work most of the time
- 100% of teachers say they are successful teachers for the most part
- 92% of teachers feel that the CPD provided by the school is of high or very high quality
- 100% of support staff say they are thanked and have their work recognised by teachers
- 100% of respondents claim that the school(s) seeks to give every pupil the chance to realise their potential
- None of the respondents would prefer to take up work elsewhere
- 100% are clear about the line manager to whom they are working
- 89% of support staff see themselves as a valued part of the school team, alongside teachers

Areas for development

- 60% of support staff think that senior management provides good leadership for the school
- 50% of support staff think that SMT maintain good relationships with staff
- 38% of teachers think that pupils are generally motivated to work hard
- 40% of teachers say that their work is well known to and appreciated by the Head and SMT
- 45% of teachers believe staff morale is high
- One of the unique challenges of CSS is the fact that staff are spread across a range of sites, often working in very small teams which can lead to feelings of isolation. It is therefore important to take every opportunity to ensure staff come together, share good practice and build a strong network.

2. Key Actions

- Team building day in the Autumn term to bring all staff together and welcome new staff
- Regular liaison with ICT/Facilities to resolve on-going issues
- Weekly Primary / Termly Secondary lead teacher meetings with SMT to give staff the opportunity to voice concerns, strategise and listen to feedback
- Opportunities for the teams to develop their professional identity and working practices and procedures during team meetings, network meetings and development days
- Mid-year review meetings with primary Heads to assess quality of service delivery
- Regular feedback to individuals and team to offer praise about quality of service delivery and outcomes
- Through performance management -assigning designated leads for key areas across Secondary CSS who are tasked with sharing resources and good practice with the other centres.

3. Outcomes

- Increase in team morale evident during weekly meetings and line management
- Development of roles and responsibilities has led to teachers leading on developments and taking ownership of new service protocols and procedures
- 3 staff members within CSS have now trained to be specialist leaders in education
- 100% feedback from schools rates service as *highly effective* or *effective*

4. Staff Morale and Well Being

- CSS wellbeing rep appointed – various activities organised including:
Team building bowling activity for the afternoon in Term 1, Christmas lunch in Term 2 & Team meals in Terms 2,4 and 6
- Regular positive feedback shared across CSS teams
- Learning walks introduced in Secondary Centres to share good practice and ensure there are opportunities to build staff confidence
- Weekly staff development meetings led by Lead Teachers give an opportunity for all staff to share their views
- Career progression discussed through performance management & external CPD opportunities shared.