



Independent Quality Review of CPD

Schools in England are increasingly learning that they have to buy CPD and other improvement services in the market place. Most of the, usually free, quango-provided improvement services have been dismantled. Most local authority school improvement/support services have been disbanded or severely curtailed. So, not only are schools having to shop around for services, they have less access to people whose advice about quality and value they could draw on. The provider 'market' has also got more complex with a growing number of schools offering CPD on a school-to-school basis either individually or in clusters including teaching school alliances.

Many schools first responded to the changing circumstances by circling the wagons and relying on their own in-house skills and talents for CPD. This is changing again as, under pressure from Ofsted inspections, they realise they have to draw on some specialist help for raising standards, improving teaching and learning and a host of other crucial features of school success.

This should be good news for providers of CPD but only:

- ✱ if school leaders they could be confident about the quality of your services;
- ✱ if they could find out about it and about you

CUREE is drawing on 15 years of intense research into effective CPD and teaching and learning to provide a review (and accreditation) service to CPD providers. Through our partnership with the [Good CPD Guide](#), we provide schools with a valuable free service and you with the means of standing out from the crowd.

QR – in a nutshell

CUREE will assess your CPD provision and provide you with assessment of its quality objective standards and what you might do to improve it. We also award you a Rating:

- ✱ from ✱ to ✱✱✱✱ for overall quality
- ✱ against four dimensions (aspect of provision); and,
- ✱ for four 'depth of impact' indicators.

You can choose how broad or narrow a rating service you need –Diagnostic, Baseline Assessment, for one or more areas of provision, up to an inclusive Full Provider award.

The benefits

The benefits to you include:

- ✦ An **analysis and confidential report** of your provision against the **standards** and, optionally, **benchmarked** against other similar providers
- ✦ guidance and an **Action Plan** for enhancing your provision to better meet the standards
- ✦ **Accreditation** from CUREE, an organisation respected by the education system and recognised for its independence, rigour and deep expertise in evaluating the quality of CPD
- ✦ **Public recognition** in the [Good CPD Guide](#) and the CUREE and [SKEIN](#) websites
- ✦ **Certification** for 3 years (renewable)
- ✦ **Acknowledgement** of your achievement in the form of a certificate, badging for your website and documentation (and a wall plaque¹).

What are these standards?

CUREE will assess your provision against an array of criteria derived from the evidence about effective provision. We will assess and rate your service (including) specific examples of your provision. You will get an overall rating and a detailed one against each Aspect. The rating will bring together assessments for each of the components below.

✦ Core Quality features at the level of the CPD provider

Assessed against the extent to which you:

- ✦ use high leverage CPD methods;
- ✦ illustrate or demonstrate what's possible
- ✦ facilitate growing independence in the participants
- ✦ secure consistency, coherence and high quality in your provision.

✦ Features at the level of provision known to be important to pupil achievement:

- ✦ Collaboration
- ✦ Needs analysis
- ✦ Depth of understanding developed

¹ at extra cost

☞ Attention to learner outcomes

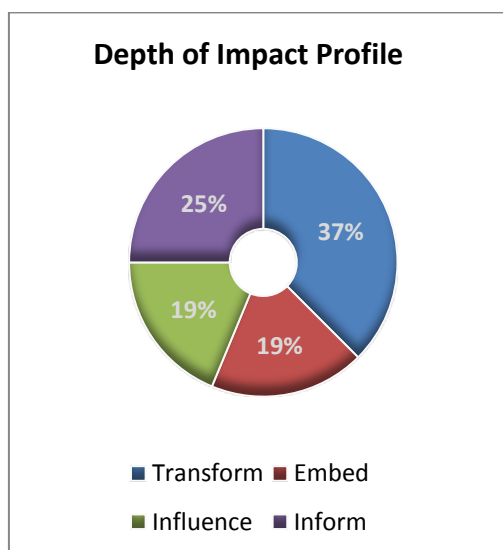
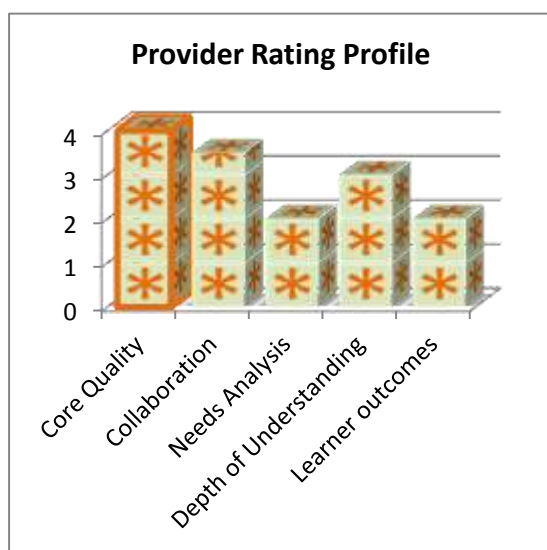
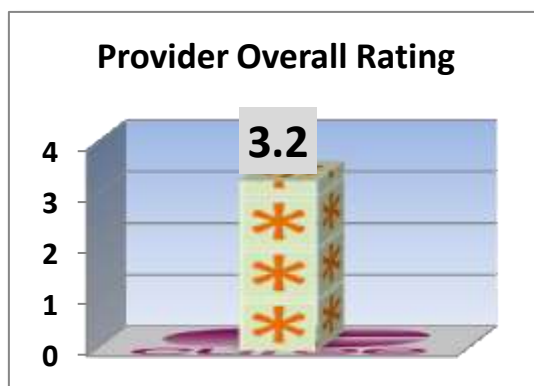
☞ **Depth of impact**

We will also examine the level of potential impact of the evaluated provision and assess its potential ‘depth of impact’ on pupil learning. For this there are four categories:

- ☞ Informing
- ☞ Influencing
- ☞ Embedding
- ☞ Transforming.

Provision of this kind has the potential to transform both the teacher’s practise and the learning outcomes for his/her pupils

Of these ‘transforming’ is usually the hardest to achieve, takes longer and involves more resources. Provision of this kind has the potential to transform both the teacher’s practise and the learning outcomes for his/her pupils. However, provision doesn’t have to be transforming to be relevant, useful and value for money. For this reason, we will report your grades for provision separately from ‘depth of impact’ as the exemplar graphs below indicate:



What are the levels of service?

We offer three standard levels of service with some further customisation options

1. **Diagnostic (pre-assessment):** This is the best option for you if a) you would like some external help in benchmarking your provision and some expert help in homing in on action areas; or b) you would like to test your provision against the benchmarks before committing yourself to a public Rating. This is normally the lowest cost service;
2. **Baseline assessment:** a full review but with verification limited to a sample of two instances (e.g. training sessions). You get a headline assessment report, an overall Rating and a Provider's Rating Profile which is identified as Baseline (i.e. carried out against a small and specific sample of your work). You would not get a Depth of Impact Profile (too small a sample);
3. **Full Provider assessment:** we look at your core organisation, systems and processes and assess a representative sample of your provision. How big this sample needs to be will vary according to the variety and complexity of your offer². You will get a headline assessment report, a detailed analysis, an overall Full Provider Rating, a Rating Profile and a Depth of Impact Profile.

The pre-assessment diagnostic can be updated to a Baseline Assessment for a modest additional fee.

In addition to this, we recognise that some **sole trader trainers** have a very specific offering for which a very small sample (e.g. one session) would be sufficient. We understand the financial pressures so we will provide the Quality Rating service for sole providers at an advantageous rate. We

What are CUREE's credentials for rating CPD provision?

There are three parts to this answer:

- ✿ We are internationally recognised experts in CPD, teaching and learning and the curriculum. Our work on evidence-based practice and school/college improvement has been ground breaking. We have systematically mined the evidence from around the world on the teaching and learning approaches which really impact on pupil outcomes. We have analysed and summarised this evidence and turned it into tools and resources for policy makers, leaders and practitioners to use. We are trusted for our independent, reliable and well founded evaluations. A rating from CUREE really means something.
- ✿ For 15 years we have appraised the international evidence about effective CPD. We have, for instance, undertaken [4 systematic technical reviews](#) of the international research of effective professional development. Drawing on this evidence we have, amongst other things, produced the National Framework

² and how efficiently we can gather the evidence. So, if we can look at multiple instances of your provision in one visit, we can reduce the cost and the charge.

for Mentoring and Coaching, advised British and overseas governments on the design of teacher and professional development standards and helped local authorities, schools, colleges and individual practitioners get the most out of professional development.

- ✿ We have applied that knowledge to evaluating professional development providers and their provision. For instance, we were commissioned by TDA to review the quality of provision of a very large sample (75) of CPD providers in England. These included large and small private providers, universities, awarding bodies, subject associations, specialist curriculum centres, local authorities and schools. The [summary report](#) of this exercise is available on our website. By combining our specialist research-based knowledge with this extensive examination of real professional development programmes and activities, we have been able to identify a set of principles, benchmarks (indicators of likely impact on pupil learning) and standards which characterise good and excellent professional development.

This is the basis of the Quality Rating service we can now offer providers, schools and colleges.

Many of the providers evaluated by us have been so pleased with the reports we provided them that they use them in their marketing materials. Some described the experience as “the best CPD they’d ever had”

How does it work? What evidence do you use?

The first thing to say is that this is not an exercise in checking how well you can draw up the paperwork. This would impose an expensive bureaucratic burden on you and tell your clients little about the quality of your provision (and a lot about your drafting skills). So we try to limit the paperwork to just documents you have already produced for your own purposes. Our expert researchers will:

- ✿ ask you to provide copies/samples of documents which give some insight into various aspects of your provision (brochures, course design documents, course materials, evaluation forms etc) which we will analyse;
- ✿ talk to you (usually in a visit but sometimes by phone if that makes more sense) and some other people in your organisation to get a richer picture of your provision and to answer questions not dealt with in your documentation;
- ✿ observe³ at least one (and usually more than one) CPD session in action;
- ✿ look at samples of your own participant feedback, talk to participants directly and/or survey a sample of them.

³ we recognise that some provision (such as distance and e-learning) can't be 'observed' as such but we adapt the approach to suit the circumstances



We will collate and analyse this evidence and produce from it:

- ✿ a report for you assessing your provision against the evidence-based benchmarks including, where appropriate, suggestions of steps you might take to raise your Rating;
- ✿ a comparison (anonymously) of your offer with similar provision offered by others;
- ✿ an overall Rating plus a Rating profile and a Depth of Impact profile

What next?

To find out more, to get prices and/or just to explore which of these levels of service most meets your needs contact CUREE using the contact details below.

Paul Crisp	024 7652 4036 (Option 3) paul.crisp@curee.co.uk
Natalia Buckler	024 7652 4036 (Option 4) Natalia.buckler@curee.co.uk
www.curee.co.uk/cpd-providers	

To find out more about the Good CPD Guide check the website:

✿ <http://goodcpdguide.com/>



Centre for the Use of Research & Evidence in Education

4 Copthall House
Station Square
Coventry CV1 2FL UK

This offer is subject to some detailed terms and conditions which will be supplied to you prior to confirming your order

