

Gathering evidence through observing others

Use this tool for...

Narrowing the Gap

- Identifying opportunities to collect diagnostic evidence to help you select the right intervention
- Framing evidence to help you refine your activities
- Summative evidence of impact

Leadership (learning)

- Observations for research and development rather than for other purposes such as PM
- Providing the evidence about starting points and progress against the six key dimensions of leadership for NtG

What it is

A framework that allows you to focus on specific aspects of observed leadership practice and then to analyse the data from a number of observations

The six areas of Leadership of NtG	Opportunities for observation	Things you might want to see or hear
creating and securing agreement to a clear vision, prioritising the most vulnerable	<ul style="list-style-type: none"> • Partnership and school planning meetings 	<ul style="list-style-type: none"> • Identification of a range of positive outcomes (e.g. attainment plus well being plus participation and engagement) • Frequency with which needs of vulnerable learners are mentioned/time taken to focus on their needs • Collection of evidence about the target outcomes & monitoring progress
focusing the organisation, working in partnership with others	<ul style="list-style-type: none"> • Partnership and school planning meetings 	<ul style="list-style-type: none"> • Use of evidence about likely success of strategies to select actions for improving outcomes • Decisions taken to pool resources to make provision for vulnerable learners that wouldn't be possible for partners acting alone
developing and motivating the workforce	<ul style="list-style-type: none"> • INSET sessions or developmental meetings 	<ul style="list-style-type: none"> • Points at which there is explicit discussion of the needs of and/or outcomes for vulnerable students • Connections made between professional learning, school priorities and improved learning outcomes for vulnerable young people
using data and managing resources and people effectively	<ul style="list-style-type: none"> • Partnership and school planning meetings 	<ul style="list-style-type: none"> • Quality and range of data made available across the partnership • Extent to which decisions are grounded in analysis of data • Decisions being made about the deployment and involvement of staff and other resources behind the agreed strategies
creating a learning environment	<ul style="list-style-type: none"> • Teacher practice • Shadowing a group of vulnerable students 	<ul style="list-style-type: none"> • Observation of teacher practice based on mini-enquiry activities and work with specific groups of youngsters • Moments when vulnerable students do engage actively that can be built upon • Moments when vulnerable students withdraw/are least likely to participate
responding effectively to local circumstances and working effectively with communities	<ul style="list-style-type: none"> • School council meetings • Community engagement activities 	<ul style="list-style-type: none"> • Active steps by council to support vulnerable students in speaking at/through school councils • Amount of dialogue engendered in the local community and the way in which their needs are identified and addressed. • Instances where community involvement impacts on progress of the initiative

Some of the questions it answers	Effect on the evidence	Output
<ul style="list-style-type: none"> • What were the changes in practice that we could spot that were contributing towards successful narrowing of gaps? • What changes did we make to the way we consult and work to improve outcomes? 	<p>Planning evidence collection around the six leadership areas in the NFER literature review increases the likelihood of success and enables the project as a whole to demonstrate impact</p>	<p>Descriptive evidence that can be used for both project development and the evaluation of its impact</p>

What using it involves

- Agreeing the role and purpose of observation data for your project at the beginning of your work on NtG.
- Sticking to the same/similar framework for observation to produce a comprehensive evidence base for the future