Marcellin College:
measuring how well we are creating the conditions for students to thrive, parents to be satisfied and teachers to be effective

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Introduction

• Marcellin College believes that it can be most effective as a school if it simultaneously and closely meets the needs of its students, parents and teachers.

• The College has used a process developed by Group 8 Education to investigate what it is that students, parents and teachers require the school to provide for each group’s needs to be fully met.

• The process is shown on the following pages and has involved interviewing significant samples of both students and parents and all teachers.

• The College is committed to continuously improving the environment and culture of the school to more closely meet student, parent and teacher needs.
What ought a school do?

*Answer* - a school ought to create the environment in which our children thrive

*and*

*Answer* - a school ought to create the environment in which parents are highly satisfied and teachers are both very effective and highly satisfied

*Values* - describe the environment in which children thrive (parents are satisfied, teachers are effective and satisfied)

- Developed from national surveys of parents, students and teachers who were asked to describe characteristics of their ideal school
- Large number of responses (many thousands) put through a content analysis process to generate a minimum set of characteristics that fully describe the ideal school
- A “pareto principle” applies and only a small subset of these “values” account for most of the impact – need to find this subset
We can order the values and see how well our school is doing
What a school ought to do - The High Performing School

A school ought to perform at this level on the values that have most impact on how well our children thrive, parents are satisfied and teachers are both effective and satisfied.

Note that this is effectively an absolute scale as far as year-on-year comparisons or comparisons with other schools are concerned.
What do students need to thrive and how well are we doing?

1. Teachers respect me
2. I feel safe at school
3. Teachers are knowledgeable in their subject
4. The school provides me the opportunity to develop life skills
5. Teachers encourage and help me to succeed
6. Teachers are friendly, approachable and willing to listen
What do Parents need to be satisfied and how well are we doing?

1. Teachers encourage individual, all round development of students
2. Teachers are highly professional and capable
3. Teachers provide good role models and the school is strongly values-based
4. Teachers listen and communicate effectively with students and parents
5. Teachers are inspiring and enthusiastic
6. The school is a safe place for students, staff and parents
What do teachers need to be effective and how well are we doing?

1. I do stimulating, challenging and satisfying work
2. The school's focus is on the growth and development of the whole, unique child
3. The school provides a clear set of values and standards to guide behaviour
4. I have the time to do my job properly
5. I am challenged and encouraged to make a difference
6. The school has good teaching and support facilities