

# Learning From In-School Variation A New Kind of School Improvement: Action Planning Framework

Making effective practice standard practice



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## Part 1: Establishing a baseline

Use the following prompt questions together with the ISV Toolkit (in particular pages 5-10) to outline your school's 'baseline' in regards to ISV and Continuing Professional Development (CPD). This will aid you in establishing what impact the ISV project will have had on your work.

<b>ISV - Identification</b>	
Where does variation exist in pupil attainment, achievement, perception, skills, attitudes across the school (e.g. between classes of the same pupils <u>in different subjects</u> , between teachers <u>in the same subject</u> , across <u>genders or pupil demographics</u> etc.)?	
In which departments, areas, a cohort of pupils is there successful practice in the school?	
In which departments, areas, a cohort of pupils, is practice less successful?	
What evidence have you used to establish this?	

You have identified areas of ISV on page 2: What have you done do far to address the areas of ISV?

<b>ISV – Activity to date</b>	
What has your school done already, if anything, to address the variation between or within departments, areas, and/or a cohort of pupils?	
If you have started to address variation, what have been the results?	
What difficulties have you faced?	

**CPD**

How is CPD for school staff currently managed?

Is there a school CPD policy?

How is provision of CPD linked to school improvement?

Please indicate below any further CPD baseline information that should be considered:

## Part 2: Aims and Objectives

Use the following prompt questions together with the ISV Toolkit (in particular pages 13-18) to outline your aims and objectives for the ISV project:  
**(DQ: may need to bookmark where this is appropriate on the website)**

Project Vision	
What practices and processes will be in place by the end of the project?	
What difference will have been made at the end of the project and how will you know (using both data already available to you and broader measures of impact)?	
What activity will you undertake to continue to address ISV once funding is no longer available?	

**Project Focus**

In the time available, what elements of variation in pupil attainment across the school would you want to address?

<b>Project Inputs</b>		
Which of the five key ISV factors below, highlighted on pages 13-18 of the Toolkit, would help to address this element of variation and why?		
Data Usage		<u>Staff to include</u>
Middle Leaders		
Teaching and Learning		
Student Voice		
Standard Operating Procedures		
What will you also need to address in the way you use and evaluate CPD?		

## Part 3: Project planning

Before completing section 3, we recommend you choose an area/areas from page 7 to focus your planning.

Use the following prompt questions together with the ISV Toolkit (in particular pages 11-22) to outline your specific project plans.

<b>Steps required to achieve your aims and objectives</b>	<b>Specific actions as part of this step</b>	<b>Key milestones and timeframes</b>	<b>Members of staff that need to be involved</b>

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