



Educ8

Education Delivered with Utmost Care

Educ8 (Luton) Ltd

(Hereinafter referred to as "Educ8")

A bespoke 1:1 tuition service, where the education delivered is tailored to meet the exact requirements of the student involved.

MONITORING, EVALUATION AND PERFORMANCE MANAGEMENT POLICY

Rationale

At Educ8 we are committed to raising standards, establishing high expectations, and promoting effective teaching and learning. Central to achieving this aim is the involvement of all tutors in the process of monitoring and evaluating the students' performance and our own performance with a particular focus on teaching and learning, the aims of the organisation and how we are achieving them. Monitoring and evaluation are viewed as a shared endeavour, making maximum use of existing information, collecting only what is necessary and valuable, and celebrating and sharing progress and success. Educ8's monitoring and evaluation procedures provide an insight into the strengths and areas for development, ensuring the delivery of a rich and relevant curriculum that has a positive impact, moving all tutors and students forward in their learning and personal development.

Performance management means a shared commitment to high performance. It helps to focus attention on more effective teaching and monitoring to raise the quality of teaching and to benefit tutors, students, and the organisation. It means providing appropriate and effective personal training and development to ensure job satisfaction, a high level of expertise and professional development.

Aims

We believe that effective monitoring, evaluation, and performance management will:

- Ensure that every student is making good progress and is appropriately challenged.
- Improve tutor morale and performance and competence in all areas of teaching.
- Offer an opportunity to celebrate and build on the organisation's successes.
- Promote excellent teaching and learning throughout the organisation.
- Contribute significantly to the creation of an atmosphere of open professional debate.
- Ensure consistency of implementation of agreed practice throughout the organisation.
- Identify the resources and facilities required to support tutors.
- Provide information to support self-evaluation, making judgements on the effectiveness of actions taken, based on their impact on the quality of the students' learning.
- Lead to an entitlement of professional development according to need.
- Identify, praise, and encourage good practice.
- Identify and support colleagues in need of assistance.
- Respect and enhance the professionalism, skills, and professional development of all tutors.

Practice

Educ8 is an organisation where all tutors support each other, our shared objective is that all students achieve and reach their full potential, both socially and academically. This will be achieved through good communication between tutors in an atmosphere of mutual support and honesty. As professionals we all have strengths that it is in our nature to share with others. As teachers committed to continued professional development, we also accept that there are areas of our practice that we realise could be improved. By working mutually together we will achieve this.

As tutors we will share good practice and teaching resources, this will be available to all tutors via our secured website. We will continue to develop and improve this as the organisation grows. Regular INSET will be provided, and meetings will facilitate the sharing of ideas and concerns.



Educ8

Education Delivered with Utmost Care

Educ8 (Luton) Ltd

(Hereinafter referred to as "Educ8")

A bespoke 1:1 tuition service, where the education delivered is tailored to meet the exact requirements of the student involved.

Monitoring of tutor and student progress

The criteria used for this will be:

- Tutors' record sheets and evaluation
- The assessment and evaluation of students' work
- The quality of the student's work and learning
- Feedback from schools and parents
- Self-evaluations and feedback from students
- The tutor's objectives for pupils' learning
- The use of homework, where applicable
- The student's academic results
- The management of student's behaviour
- Discussions with tutors
- Review and evaluation of practice
- Shared INSET activities

References:

DFE Teaching Appraisal (May 2012)
DFE Teaching and School Leadership (May 2015)

N K Jones
Review Date

September 2023
September 2024