



Independent schools

Self-reflection questions to support strengthening leadership in independent schools

- Do you have a clear vision for the school based on improving standards of learning and well-being?
- Do you have an accurate understanding of the progress your pupils are making in their learning and well-being? What sources of evidence do you use to inform this understanding?
- To what extent does your evaluation of the progress pupils make inform the setting of whole-school improvement priorities?
- What other sources of first-hand evidence do you use to inform your evaluation of the school's work?
- To what extent do your quality assurance processes focus on identifying meaningful areas of improvement or are they used to provide proof of compliance?
- To what extent does improvement planning focus on improving standards of teaching, learning and well-being?
- How do you involve pupils and teaching staff in self-evaluation processes? How do they contribute to the setting of improvement priorities?
- How do you include the views of other stakeholders?
- To what extent do professional learning opportunities provide specific support for teachers and learning support staff to improve the quality of their teaching roles?
- How do programmes of professional learning support the school in reaching its improvement goals?
- How well do proprietors and governors (where relevant) understand the school's areas for improvement and what it needs to do to achieve these? How effective is the support proprietors and governors provide?

Further reading:

<https://www.estyn.gov.wales/thematic-report/leadership-and-primary-school-improvement>
<https://www.estyn.gov.wales/effective-practice/including-all-staff-self-evaluation-process>