

Peer Review and Development for Smaller Providers.....



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Welcome

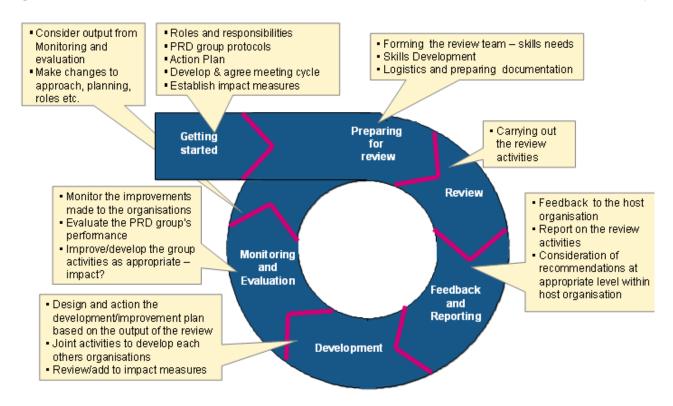
Workshop Objectives:

- To share output from the regional Learn and Share workshops
- To examine a Quick Reference Guide developed as an output from the workshops
- To map PRD activities to the Quality Improvement Cycle
- To discuss the concept of a PRD community to meet the needs of smaller providers



Peer Review and Peer Development

- Five regional workshops
- Representatives from 36 PRD groups shared experiences, progress, challenges faced and support required in the context of the PRD cycle





Unravelling the PRD Cycle



Success factor: A strong lead and clear direction

Challenge: To understand the scope of PRD



Success factor: Determine most beneficial focus and format for organisations involved

Challenge: Time, resources and staff engagement needed



Success factor: Clear objectives, frameworks and the right skills set

 Challenge: Experience and confidence of reviewers and resistance from staff being reviewed



Success factor: Giving and receiving clear informal and formal feedback

Challenge: Giving sensitive accurate feedback that will be acted upon going forwards



Success factor: Incorporate and act on feedback and extend PRD activity

Challenge: Difficult to measure and assess the 'hard impact' of PRD activity



Success factor: Maintain links to monitor progress; re-visiting, buddy relationships etc

Challenge: Time, resource and geographic location



Key Messages

Process

- Each group's needs, resources and maturity influences their levels of input and activity at each of the five stages of the PRD cycle
- Good leadership, direction and involvement of the right people
- Clear planning and effective feedback in the context of the organisations involved

Organisation

- PRD activity and/or PRD outcomes commended by Ofsted
- Quality improvement through implementation of change e.g. E-learning, OTL
- Cost effective way of accessing valuable networks and expertise

Individual

- Involve staff at all levels of the organisation to engage practitioners and embed the process
- Staff development opportunities; training through collaboration, improving SAR judgments, giving/receiving constructive feedback and self reflection



Support Required

- Forums for discussion and networking between PRD groups
- Training for new groups to engage staff in the PRD process
- Training on how to conduct a review
- Continued support from PRD advisors
- Resources/resource centre to sustain PRD activity
- Support to demonstrate and measure the impacts of PRD activity
- Help to embed PRD activity within the organisation

Support for Excellence Programme



Moving Forwards

PRD and the Quality Improvement Cycle

June

- · Teaching Observations
- Second cycle staff appraisals
- On-site internal. verification
- Internal audit of learner files

July

- End of Year Staff Course Reviews
- · Final teaching and review obs report
- Final report on leaver survey results
- Staff Development Days

August

- Review Provisional Success Rates
- Improvement planning based on course reviews/surveys/ observation feedback

September

- Improvement planning. continued
- · Review of action points from EV visits from previous year
- Draft Development Plan
- Staff Development Days

October

- · Induction checklists
- Draft Self-Assessment Report (SAR)
- Development Plan to be finalised
- · Internal audit of progress review content

May

- · Collation of PGL employer survey results.
- Action points from first EV visits to be evaluated.
- Internal verification. overview feedback by Heads

QUALITY IMPROVEMENT CYCLE

November

- Review SAR.
- LSC employer survey
- Review & update FMCE
- Internal audit of learner. files
- Review Induction feedback

April

- PGL Employer Survey
- Collation of PGL learner survey results.
- · Interim OTL report
- Review LSC survey data
- · Review progress against QIP

March

- · PGL in-vear learner survey
- Teaching observations
- Interim report review observations
- Internal audit of progress review content

February

- Observations of learner progress reviews
- LSC learner survey.
- 1st cycle staff appraisals
- Review Provider Performance Report & benchmark to national

January

- · Review of in-vear learner retention
- · Lesson observations
- Review LSC employer survey data

December

- · Validation of SAR
- Upload updated FMCE
- · Staff Development Days
- On-site internal. verification.
- Internal audit of health and safety records



Moving Forwards

A Small Provider Guide to PRD

Activity: Mapping the PRD journey:

- In small groups:
 - Look at the Quick Reference Guide
 - Reflect on your own approach to PRD
 - Using the guide and your own experiences map the PRD journey to the Quality Improvement Cycle, identifying key activities and milestones



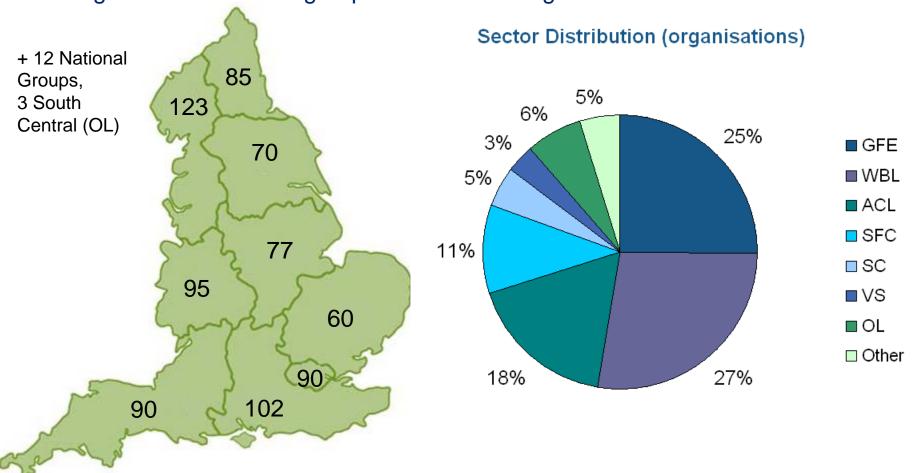
Moving Forwards

Improving the Support

- The Quick Reference Guide
 - What was good about this guide?
 - Is there anything missing?
 - How can we improve the tool?
- Other support......



808 Organisations in PRD groups across the 9 regions.



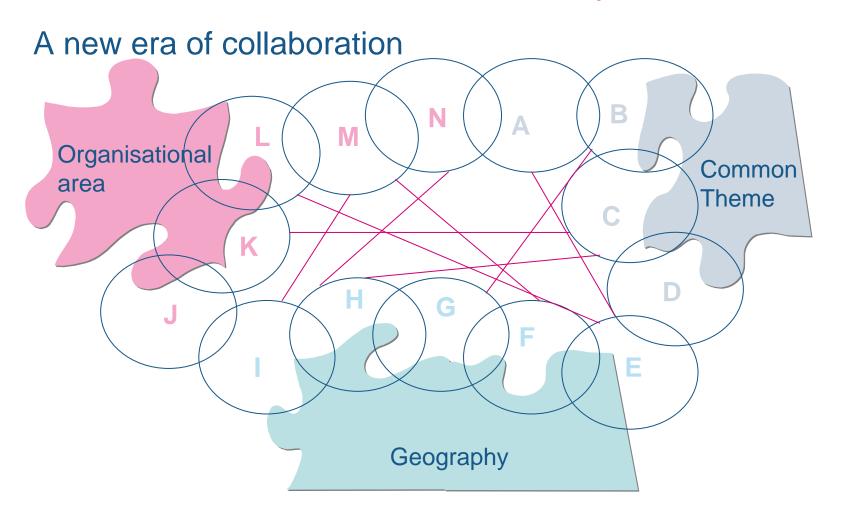


A new era of collaboration

Building capacity for self improvement by utilising links formed between PRD groups as a result of:

- Organisational area
- Geography
- Common Theme







What will the new community look like?

- What is a PRD community?
- Why the need for a PRD community?
- How can we form and develop a PRD community?
- Will the community be a virtual or real environment?



PRD for Smaller Providers

Summary

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PRD for Smaller Providers

Thank you!