

# SCHOOL REORGANISATION

## Briefing Note



### Effective Schools

In the City Council's view, effective schools share these features in common:

- **Professional leadership:** the headteacher is the professional leader of the school. He or she is purposeful, fully involved in what goes on in the classroom, and helps make sure that staff have opportunities to show leadership and take part in making decisions.
- **Shared vision and goals:** staff work together with a common sense of purpose and clear targets.
- **Learning environment:** the school provides a climate in which pupils are able and willing to learn. The atmosphere is orderly and purposeful, and the working environment is attractive.
- **Concentrating on teaching and learning:** the school's activities have one central purpose - helping pupils to learn and to achieve.
- **Explicitly high expectations:** the school has high expectations of what pupils can achieve. These are communicated clearly to all pupils, and lessons are intellectually challenging.
- **Positive reinforcement:** discipline is clear and fair. Staff make sure that pupils know how they are doing, and take particular care to praise them for good work.
- **Monitoring progress:** staff systematically monitor and evaluate the achievements of pupils, and of the school as a whole.
- **Pupil rights and responsibilities:** the school promotes pupils' self-esteem. It encourages them to take responsibility, particularly for their own work.
- **Purposeful teaching:** the quality of teaching is high, particularly because lessons are efficiently organised; they have a clear purpose and are well structured; and the teaching takes account of the fact that different pupils learn in different ways.
- **Learning organisation:** the school presents learning as something that is for the adults working there, as well as for pupils. The school provides training and development including school-based staff development for its entire staff.
- **Home-school partnership:** relations between home and school are supportive and co-operative. Parents get actively involved in their children's work and in the life of the school.