

An Evaluation of the Schools Inspection Shadowing Programme

*A partnership between the National College for
Leadership of Schools and Children's Services,
Ofsted and the Black Leadership Initiative®*

David Round, April 2011



1.0 Executive Summary

The positive action inspection shadowing programme for Black Asian Ethnic Minority (BAME) teaching professionals working in schools has been funded by the National College since 2008 and delivered in partnership with Ofsted and the Black Leadership Initiative® (BLI). Two full cohorts have participated in the scheme and the 2010-2011 programme is currently being delivered. This evaluation study is based on a survey of 60 participants from the programme over the three years and also from participant tracking data. The study also reports on the perspective of school leaders who have supported participants on the programme.

The evaluation focuses on the impact of the programme in terms of

- (i) Career progression to senior leadership positions;
- (ii) The professional development of participants; and
- (iii) The benefit to releasing schools.

The report identifies real impact upon the career progression of participants. 70% of the first cohort in 2008 have now been promoted and 56% of the 2009 cohort. Seven individuals are now Head teachers and a further nine are Deputy Head teachers. Nine out of ten of those who had been promoted said that the programme had contributed or significantly contributed to their progression.

Participants identified some strong professional development benefits, particularly in relation to issues such as school improvement, teaching and learning strategies and confidence. All participants said that they would recommend colleagues to undertake the programme.

Head teachers commented positively about the impact of the programme on individuals (95%) and on their schools (81%). The majority also agreed that it had helped individuals to be in a stronger position to apply for more senior roles. Head teachers also confirmed that the majority of candidates had used the experience of shadowing to provide formal and informal staff development to their school colleagues. All Head teachers said that they would recommend the scheme to other suitable colleagues.

A number of suggestions were made about potential improvements to the programme in the future but there was no criticism of the model used.