



## Investor in People 2014

Jordanhill School has been re-accredited as an Investor in People for the fifth time following an independent assessment carried out in May 2014. The assessor told us

- You have excellence practices in place that support continuous improvement and will position you well to implement your objectives.
- You have a clear robust vision that everyone understands. Involvement of staff in your School Improvement planning process works well.
- There is strong pupil focus that underpins all activities in the school and staff admitted that they often put pressure on themselves to do their best for pupils. There is little stress, but people and managers acknowledge that there are pinch points. Managers actively try to ameliorate these in order to mitigate potential stress.
- You are strong on learning and development, using your in-service days and external courses/programmes as the formal mechanisms to develop staff, as well more informal methods of cascading learning between colleagues.
- Your professional review and development mechanism works well to identify learning and development needs and plan for their provision.
- People are very clear about how they contribute to the school's aims feeling that they are integral to the school's success. You have a strong culture of celebrating success, particularly pupils' achievements, and communicate these across a range of media.
- Consultation is effective and knowledge and information is shared openly within teaching teams.
- People have a strong sense of ownership and pride in working for Jordanhill School because of what you achieve for pupils, your longstanding reputation and your unique operating model.
- Evaluation of teaching is robust with many mechanisms in place to assess its effectiveness.
- There is a consistent understanding of the management role. People are very complimentary about their line managers and senior managers, especially with regard to the support they receive for National 4 and 5.
- People feel well supported by Jordanhill School to assist them in implementing National 4 and 5 and the new Higher qualification. They welcome the additional time given them to develop teaching materials, verification instruments and assessment tools. They are using this for its intended purpose and do not complain that it is being eroded by other tasks and activities.

*"At our in-service days we all get together to input into the School Improvement Plan and we're consulted when we're doing our department plan."*

*"We've been given extra time to develop material and our subject area. It's protected time. We need it because we've all had extra work to do because of national 4 and 5."*