

OAKMEEDS COMMUNITY COLLEGE

Special Measures Review

Minutes of the meeting of the 30 day cycle review held on 12th June 2014

Present: David Fry, Cheryl Palmer, Nigel Bloodworth (WSCC), Colin Taylor, Leon Nettley, Guy Nelson, David Pamment (clerk)

Apologies for absence were received from Nicky Duckworth

1. Declaration of Business Interests

1.1 None were declared by those governors present.

2. HMI Inspection Visit

2.1 The visit on 20th May had made three key judgements:

- the local authority's statement of action was not fit for purpose;
- the College's improvement plan is fit for purpose;
- the College may not appoint newly qualified teachers before the next monitoring inspection.

The inspector had made a number of positive comments about progress to date by the College in addressing the management and teaching deficiencies identified by Ofsted and the supporting role of Millais. Governors were also complimented on their passion and enthusiasm and the actions being taken to hold senior leadership to account. The inspector judged that the LA Statement of Action did not include sufficient detail about what will be evaluated, how and when, particularly in relation to students' achievement. It had also not yet been able to provide additional governor(s) to strengthen the governing body.

2.2 It was accepted in the light of the HMI visit that the College Action Plan needed to be formally approved and adopted by the governing body. This would be referred to the next meeting on 25th June.

2.3 David Fry said he was uncomfortable with the judgement made about the LA Statement of Action and asked what action the LA would be taking to reverse this judgement. The usual practice would therefore be to wait until the next HMI inspection (due in October) when it was expected the LA Statement of Action would be judged fit for purpose. Oakmeeds governors remained unhappy about waiting until October for any follow up and following further discussion it was agreed that the LA would approach the HMI inspector to clarify how the LA Statement of Action could be improved.

2.4 On additional governors it was confirmed that Peter Cook, the ex-headteacher of Felpham Community College, had been approached and had agreed in principle to join the Oakmeeds governing body.

3. End of Cycle 1 Report

3.1 This was distributed and the updated report presented. Some key headlines were outlined:

3.1.1 The quality of teaching from SLT assessments was improving -57.1% of lessons were now rated good or better compared to 48.7% by Ofsted. The Outstanding Ways of Learning (Owl) process introduced at the college by Millais had created a focus for teaching improvements;

3.1.2 From the current data analysis Science appeared to be the biggest cause for concern from a leadership perspective;

3.1.3 The data from the recent student survey did not always correlate to evidence from other sources (including staff feedback).

3.1.4 The external pupil premium review had not identified any major issues of concern and monies were being used appropriately. The report would be forwarded to the governing body meeting on 25th June;

3.1.5 Feedback to students was inconsistent across the College and sometimes within departmental teams and needed to be addressed;

3.1.6 Lesson planning was in place throughout but its quality was variable. An initiative to bring about consistency and improvements where required was being established.

3.2 On specific subject areas there had been some improvements in Maths and in English. GCSE performance was expected to show an improvement on 2013. Millais would be putting in some coaching support in Science. GCSE expectations in Maths and Science (72% A*-C in Maths and 80% in double Science) were good and up on last year – but Colin Taylor was unsure about the robustness of the Science forecast.

3.3 Student Survey: The recent student survey undertaken at the College was distributed and presented. A summary for the governing body would be produced once the feedback had been shared with students and with College staff.

4. Progress Data

4.1 Graphs for each year group were presented comparing their rates of progress from KS2 with national means in English, Maths and Science. These would be updated and reproduced at each 30 day cycle review. The current assessments highlighted year 9 as the main cause for concern in particular for those students in receipt of pupil premium. To date only 41% were making or exceeding the expected levels of progress. In response to questions about years 10 and 11 it was confirmed that the targets for the two year groups were the same – it was therefore to be expected that the results for year 10 were inferior. In discussion it was agreed that the minimum target for year 11 was for 70% of students to make the expected (3 levels) of progress.

5. Summary of Interventions Impact

5.1 A table setting out progress according to a traffic light system against Ofsted criteria and the impact of the College Action plan interventions was presented. This showed that after cycle 1 the quality of teaching had made progress, behaviour and safety was good but that further work was required in both progress and achievement and leadership and management areas to move the College from the risk of remaining in special measures.

5.2 On interventions, the table demonstrated significant progress. It was agreed it provided a helpful aide memoire for each meeting.

6. Overall Summary of Progress and Next Steps

6.1 It was said that the Millais team were keen to help make a difference. There was much good work going on at the College but it was felt that at this stage, and there were good reasons for this, it was being 'top down' led and there remained a need to empower staff and for them to gain ownership of the management of change. There was a particular need to work with middle leaders and to transmit with some clarity of what was required to improve teaching and learning. Staff needed some positive messages about the progress already being made and to celebrate it. In response it was accepted that there had been a more direct management approach adopted up until now but more collaborative ways of working from now on were to be encouraged. How to get regular staff feedback was discussed and confirmation was given that a number of initiatives in consultation with the staff forum would be developed.

6.2 In cycle 2 there would be a need to firm up on judgements about rates of progress in a number of areas. Judgements to date had been largely subjective and more quantifiable evidence

from a number of sources would be required. There was also a need to develop a change whereby the use and presentation of data became embedded within the culture of the organisation.

7. Date of Next Meeting: 3.30pm Friday 18th July 2014