

## School Workload and Wellbeing Health Check

Does your school .... <i>(Answer honestly and keep the results to yourself)</i>	Yes	No
<b>Recruitment / Retention</b>		
...struggle to recruit / retain teachers?		
...spend excessive amounts of cash 'buying out' teachers for agencies?		
...use free social media tools to recruit teachers?		
...have a professional mentor for newly qualified teachers to the school?		
...conduct exit interviews to determine reasons why teachers leave your school?		
...HR process 'check-in' with new teachers to the school after initial induction?		
...'check in' after 3 months to see how processes / procedures 'live out in reality'?		
...have a regular training session to revisit behaviour and ethos?		
<b>Teaching Learning and Assessment</b>		
...grade lessons / teachers?		
...publish a (non-statutory) teaching and learning policy?		
...conduct learning walks and provide feedback to every (individual) teacher?		
...still ask for 'differentiation' as a focus for lesson observation?		
...offer coaching for every member of its teacher staff?		
...have a core teaching and learning team providing observation and feedback?		
...conduct half-termly work samples?		
...plan work samples based on student data prior to classroom observation?		
...conduct work samples and provide feedback to (every) individual teacher?		
...grade teachers' mark books?		
...collect data for examination groups more than 3 times p.a.? (years 6, 10-13)		
...have a 'number' allocated to your marking policy?		
...have a specified 'coloured pen' allocated to your marking policy?		
...have a no-marking homework policy?		

...ask teachers to produce day-to-day lesson plans? For formal observations?		
...provide structured time for collaborative lesson planning? (new curriculum)		
<b>Appraisal</b>		
...grade teacher appraisal?		
...set the traditional 3 targets per year for staff?		
...set aside 3 periods of the year to review appraisal progress?		
...conduct 3 formal observations per academic year?		
<b>OfSTED</b>		
...display an OfSTED logo on its letterhead / website?		
...display an OfSTED logo/banner on the exterior gates to the school?		
...conduct MockSTEDs or graded departmental reviews on a monitoring cycle?		
<b>Workload</b>		
...have more than 2 meetings each week?		
...allocate an opportunity for staff to complete tasks within the meeting time?		
...have a dedicated member of support staff to prepare resources for training?		
...have anyone to estimate the time required for data decision entries?		
...have a teaching allocation of 75%-85% for all teachers?		
...ask teachers to cover lessons? (planned absences)		
...centralise detentions?		
...have a 2-week October half-term break?		
...discourage Saturday revision classes?		
<b>Professional Development</b>		
...have a research lead to help share the latest research?		
...have a professional development slot timetabled into the school week?		
...remunerate teachers who attend professional development on Saturdays?		