

Engaging learners and staff in the inspection process

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In my experience.....

- ❖ Engagement is critical to success
- ❖ Timing engagement with staff and learners is key
- ❖ Choose carefully what you engage staff and learners in
- ❖ Be tactical about the strategies you adopt to maximise engagement
- ❖ You'll need to demonstrate outstanding leadership



**When is the right time to
engage with staff and
learners?**

When is the right time to engage staff and learners?

- ❖ Judge the timing of engagement carefully
- ❖ Start engaging with staff 12 months before your Inspection window
- ❖ Start engaging with learners at the start of your Inspection academic year



**What do you engage staff
and learners with?**

Engaging Staff

- ❖ The Self Assessment and Quality Improvement Action Plan
- ❖ The Sector's Professional Standards: The Common Inspection Framework
- ❖ Define the challenge and set your expectations

Engaging Learners

- ❖ Maximise learner voice and involvement mechanisms
- ❖ Publicise the Inspection



Strategies for engagement

Strategies to engage Staff

- ❖ Lead from the front with confidence and belief
- ❖ Connect with individuals' personal professional pride
- ❖ The chance to demonstrate excellence
- ❖ Galvanise team spirit

Strategies to engage staff

- ❖ Mixed emotions: terrified, complacent, excited
- ❖ Everyone needs to be 'match fit and well drilled'
- ❖ Delegate responsibilities for engagement carefully
- ❖ Ensure everyone is 'inspection ready' but beware of fatigue

Strategies to engage Governors

- ❖ Know your key players and get them in training
- ❖ Bite-sized key College facts and 'truths not claims'
- ❖ Get them to feel 'team responsibility'

Strategies to engage with learners

- ❖ Mixed emotions: oblivious, cynical, excited
- ❖ Trust them and yourselves
- ❖ Explain the process and their contribution
- ❖ Constantly maximise learner voice
mechanisms to validate your SAR / QIAP
- ❖ It's their chance to shine



**Maintaining engagement
during Inspection**

Engaging during Inspection

- ❖ Maintain high levels of engagement
- ❖ Share intelligence quickly and accurately
- ❖ Know the emerging issues and the speedy solutions
- ❖ Lead and support everyone through the highs and lows

**Thank you....
and good luck**