SCHOOL iP
Improving your school's performance

Steven Lupton
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Repton Abu Dhabi School

Discover how performance management has been enhanced in an international setting. Repton Abu Dhabi is located in the United Arab Emirates and caters for junior and senior students. Assistant Headteacher, Steven Lupton describes his successful implementation of SchooliP and the positive impact that it is having on staff.

Why did you choose SchooliP?

" We were looking at digital solutions to make our professional learning processes more efficient, transparent and manageable. As a digital school and the first Apple Distinguished school in the Middle East, we felt this was a logical direction. SchooliP is a leader in the market and came highly recommended from our sister school Foremarke Hall in the UK.

What benefits do you now see as a result of implementing SchooliP?

" The process of lesson observations and feedback is much more time efficient. Staff are reminded of due dates via email for the completion of goal setting, observations etc. SLT can easily view and track the completion of tasks, as well as the feedback middle leaders are providing. Therefore, we can see who has completed tasks and added evidence...

... As part of our international school requirement in Abu Dhabi, we have to provide our staff with an amount of CPD hours. This CPD is now easily tracked and monitored online.

How have staff received SchooliP?

" We fully integrate technology into our teaching. Our staff are 'tech savvy' and have become increasingly use to new technology in this ever changing world.

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What specific results have you seen from implementing SchooliP in your school?

> **The main benefit has been time saving, making our processes more efficient. SLT have a full overview of performance throughout our school. It has delivered transparency for all.**

What has been the secret to the success of performance management in your school?
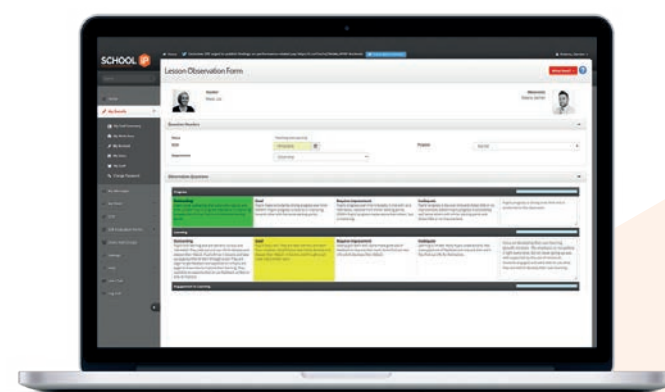
> **Repton operates a coaching philosophy as part of our professional learning community. This philosophy is based on colleagues observing each other and having candid professional dialogue to improve the teaching and learning process. We use a standards based observation process which helps to provide objectivity and shared vocabulary.**

Which feature of SchooliP do you find most helpful and why?

> **There are many useful features, but I think most importantly for us is that we were able to tailor make our observation templates to what we wanted. We did not have to follow a 'one size fits all' type process.**

I must say the customer care team have been outstanding in their support of myself as the main contact person. Being an international school, we have not been able to have face-to-face meetings, but they have afforded me substantial time for training and questions.

Lastly, do you have any further comments regarding SchooliP?

> **I would highly recommend it. In fact, I have! Our other campus in Abu Dhabi is about to start using SchooliP. Thank you to the customer care team who have been outstanding in support our implementation and training across the school. It is much appreciated!**

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