



**Parent/Carer Ofsted Information Evening  
Tuesday 15 May 2018**

The evening began with introductions for the senior leadership team and governors at Adeyfield and also the senior leadership team from St Albans Girls School. The Local Authority was represented by Stephen Lavendar.

A power point presentation was given by Margaret Chapman, Executive Headteacher of ATLAS MAT, by way of introduction to the current issues identified by Ofsted and the plans for moving the school forward. Time was given for group discussion and questions. A summary of the Q&A is given below:

**Verbal Questions:**

Q	Site security? Teaching and Learning? How long are the three here before a permanent Headteacher is appointed?
A	This is not the best time to recruit for a Headteacher. Mr Allen and Ms Thomson will continue here until we look to appoint. An advert for a Headteacher will go out in January 2019. Dawn Mason will be the new Vice Principal from September 2018. We are not waiting for a new headteacher as we are moving forward now. I will continue to have a relationship with Adeyfield.
Q	Another local school, Cavendish had the same happen there. It took a long time to replace the Headteacher. The impact did not continue from when people went in there at the beginning. Is the same thing going to happen here?
A	I (Mrs Chapman) run a Multi Academy Trust which covers three schools. It is not done for profit if it was I would have walked away from this school when the report came out. I want to build relationships and work with other professionals to gain the best possible learning experience for our young people at Adeyfield.
Q	With regards to the recruitment of staff how will that happen?
A	That is the biggest challenge. It doesn't matter what type of school it is or what the Ofsted rating is, schools all need good quality teaching. Mr Allen is challenged with this and we are doing everything we can.
Q	There are some concerns regarding Post 16. Dave Cline has been very reassuring in saying that they are building up Post 16.
Q	More able children:
A	There needs to be stretch and challenge for the top students as well. There needs to be the right level in all classrooms so that every child can do their best.
Q	SEND is inadequate.
A	A: We will be improving, monitoring and measuring the impact of measures to support young people with SEND to ensure that there are no barriers to learning. All students can achieve if they are encouraged. We need to know how to address this in the classroom.
Q	If there are concerns about the level of disruptive behaviour and areas of the school. How can we contact the school?
A	Queries from parents/carers will be improved with key points of contact including email and phone. A Parent Surgery has started for parents to come along to.
Q	A suggestion box for pupils would be useful.
A	We have met with the students and a comment box is the next step. Security will improve with swipe cards and mag lock access, as well as a re-working of the main reception area and security gates.
Q	With regards to the Ofsted Timeline – what are the improvements that have to be made and when?



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A	Every area of concern will need an outcome and that will be a benchmark of our success. We are not taking any more in-year admissions, and although there have been some unhelpful comments from the Local Authority, we now have their support and our numbers are capped for each year group so we are officially full in every year group.
Q	Do you do assessments with Ofsted?
A	Yes and with Herts for Learning. There will be more frequent monitoring Ofsted visits. Once we become an Academy it will be a maximum of 7 terms before Ofsted return. We will be doing a review of Governance and Pupil Premium support.
Q	There needs to be more communication between home and school, also an improvement on homework and food. Homework – is there going to be a homework timetable to support classroom learning?
A	Communication is key. The homework app called Show My Homework will be used. Two senior leaders will be reviewing the Home learning policy, expectations and timetable. The food in the canteen is expensive, but we will review this as an Academy.
Q	Is it going to be an Academy?
A	Yes it has to be. We will look at staffing, finances, the curriculum, premises and leaving no stone unturned to ensure the success of this school for your children. We are a long way down the road to Academy conversion now but it takes a while. 1 July 2018 was a suggested date for this to happen but it will be more like 1 September or 1 October 2018.
Q	What about the uniform and finances?
A	We will review this as time progresses but not for the first year. There is not a lot of money on education. As an Academy we can procure ourselves, which does mean that we can achieve more.
Q	Why has it taken Ofsted so long to realise that this school has gone downhill so quickly? Teachers are leaving. Why?
A	I can't say what was before me but from my observations there are lots of good quality staff here, there just needs to be clarity of direction and standards of learning and teaching within every classroom
Q	Are the teachers going to be kept on? Staff morale has not been helped by the report. Students are hurting too.
A	The report has destroyed the staff but they have a fighting spirit for the children and want to do something about this. No-one is leaving who I didn't know of before Ofsted. In fact it has been the reverse, staff want to stay to show what we can do. They will provide belief, trust and support going forward.  Annie T: I have been impressed with the staff morale. There have been lots of meetings with staff. The newsletter now has more pages with more information because staff want to inform students/parents/carers on what's going on. Also they want to show progress and success. The staff are committed and enthusiastic. We have started 'Thank you Friday' where staff say thank you to each other. This is a team effort.
	We want to be able to thank particular teachers. The humanities staff: Mrs Costello, Mr and Mrs Cline, Mrs McGuinness have been very supportive through the A-levels and have gone over and above what they needed to do. Parents should write emails to thank them.
Q	With regards to the 'hoppers' our reputation needs protecting. The 'hoppers' should be banned.
A	I have had conversations with Stephen Lavender and he has stopped the in-year admissions. We want to have a good reputation within the community. We do not intend changing the name of the school for now; we are focusing on teaching and learning.



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Q	Some year 11 students have not learnt enough for their GCSE's.
A	It is a stressful time in year 11. There are new specifications and the curriculum is deeper and more challenging. The students need to be fed, watered have enough sleep and be able to talk and listen this will increase their confidence!
Q	There is no support for my child even though I have continually asked for it.
A	Let me have your child's name and I will get back to you following our discussion here

**Written Questions:**

Q	Time line for school priorities
A	by the end of the summer term this will be in place
Q	Varied abilities in one set
A	A review of the teaching and learning will take place in the summer term to identify where support is required
Q	If only here a short time, how can we expect a new head to approve/follow the changes you have made?
A	As Executive Head I will be overseeing all of the leadership of the school to ensure such continuity
Q	How often will you update pupils and parents on progress?
A	We will inform parents of the progress expectations at the start of the autumn term for the next academic year
Q	If the children are not progressing fast enough, can you guarantee that the current year 10's will reach the required level by the end of year 11.
A	We will keep you informed and you will have clearer lines of communication to ensure that if there are any concerns, they can be discussed openly and remedied
Q	How will you support More Able Students
A	A member of staff will have specific responsibility for curriculum development and stretch and challenge, with the new Vice Principal and Associate Assistant Heads who will be focusing on classroom practice
	A lot of sense spoken – good speaker. Gave you faith.
Q	When do we (parents/pupils) find out about the new curriculum offering?
A	This will be updated during the summer term and an overview provided for parents at the start of the autumn term – the curriculum offer currently does not allow enough time for the new curriculum to be fully delivered and so will be reviewed as a matter of urgency
Q	Some of us are not aware of PTA? Used to be a parent forum for communication. Moving forward this could improve.
A	Please can we set up a PTA group with parent volunteers. We need to get the community involved in Adeyfield as we are a community school.
Q	What is the financial situation?
A	Finances of any school are dependent on pupil numbers.
Q	Transition – whole new set of faces since the year 6's came for a visit.
A	This will be remedied when the Year 6 children visit the school, Mr Hutchinson leads the whole transition process and it is really commended by families who have been through this process
Q	How are you going to change the learning in lessons? More consistency needed.
A	By ensuring a relentless focus on teaching and learning for all staff at all times. Highly professional teachers leading and nurturing performance of others. Clear expectations within the classroom and no negotiables in terms of behaviour and classroom standards.
Q	Will former students continue to tutor in the future (ask Mr and Mrs Cline).
A	Yes if required
	Canteen – is it possible to publish meals available to parents.



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Q	You mentioned when interviewing you ask yourself if you'd be happy with them teaching your children. If you had your child in year 7 would you keep them here?
A	Yes as I can see the potential in this school, the passion that is evident in the teachers and support colleagues here and the real affection that these young people have for their school. They want it to be successful and be proud of their school, so do we.

Margaret Chapman  
June 2018