

SEVERN VALE SCHOOL WORKLOAD PLEDGES

Marking

There is no expectation around written marking at SVS

Our philosophy is “less marking, more feedback”

Departments determine their own feedback and assessment processes

E-mail

Whilst e-mails are an effective method of communication, face to face discussion and information giving is preferred

No member of staff is expected to read or respond to e-mails in the evenings, at weekends or during holiday periods

Planning

We believe that planning is best done collaboratively

Departments are given time to work together on their curriculum every week

No written lesson plans are expected

Student Behaviour

Systems for managing student behaviour are school-wide and centralised

This enables teachers to focus on teaching not managing low level disruption

CPD

We believe in “growing great teachers” in a research and coaching based culture

CPD should be provided for, not “done to” staff

The vast majority of CPD time is allocated to departments to work on subject specific areas for development

Staff also have 20 hours of personal development time which they can choose to spend how they please

Curriculum

There are no centralised policies around Teaching and Learning at SVS

We have a shared vision of pedagogy and curriculum and departments develop and reflect upon their own practice as subject specialists around this

All QA activities are non-judgemental and done entirely for the benefit of staff, often collaboratively as a department

We resist and reject unsubstantiated “fads” in everything we do

Data & Reporting

The purpose of data is to inform teaching and, as such, is collected and collated by teachers

At SVS there is only one centralised, whole school data collection following annual summative exams

Written reports to parents are both time consuming and unimpactful. Therefore, we do not write them

