

BlueSky 



AWARDS 2019

WINNER

# What is BlueSky?

The award-winning flexible online solution to support leaders and staff with performance management, CPD, observation, school evaluation and improvement.

## Performance Management

Streamline your practice through our flexible solution, mapped to your school's culture. Features include objective setting, developmental reviews and self-reflection against national and bespoke standards. Records are multi-purpose and evidence can be triangulated to save time and reduce workload.

## Observations

Instantly capture into your own unique tailored templates, including learning walks, developmental reviews, observations, drop-ins etc. Global reporting at the touch of a button providing strategic insight to identify emerging talent, influence CPD strategy and evaluate teaching over time.

## CPD

Save time with CPD - our tool ensures transparency and removes time consuming processes. Its agile nature of this area makes it easy to validate impact and streamline analysis. From promotion and booking to evaluation, BlueSky supports the entire process. Training can be shared publicly.

## School Evaluation

From learning walks to work scrutiny – all quality assurance evaluations can be captured. Build an evidence base to support inspections and audits. Simply aggregate data to support quality of education judgements for departments and the whole school.

## Who benefits?

### Individual staff

- Receive a unique personal portfolio
- User-friendly functionality
- Track professional growth over time
- Portable career portfolio, take it with you wherever you go!

### Schools

- Instant live data and intelligence
- Save valuable time for leaders
- Complete holistic picture of a school or department
- Segment information to support strategic decisions

### Trusts

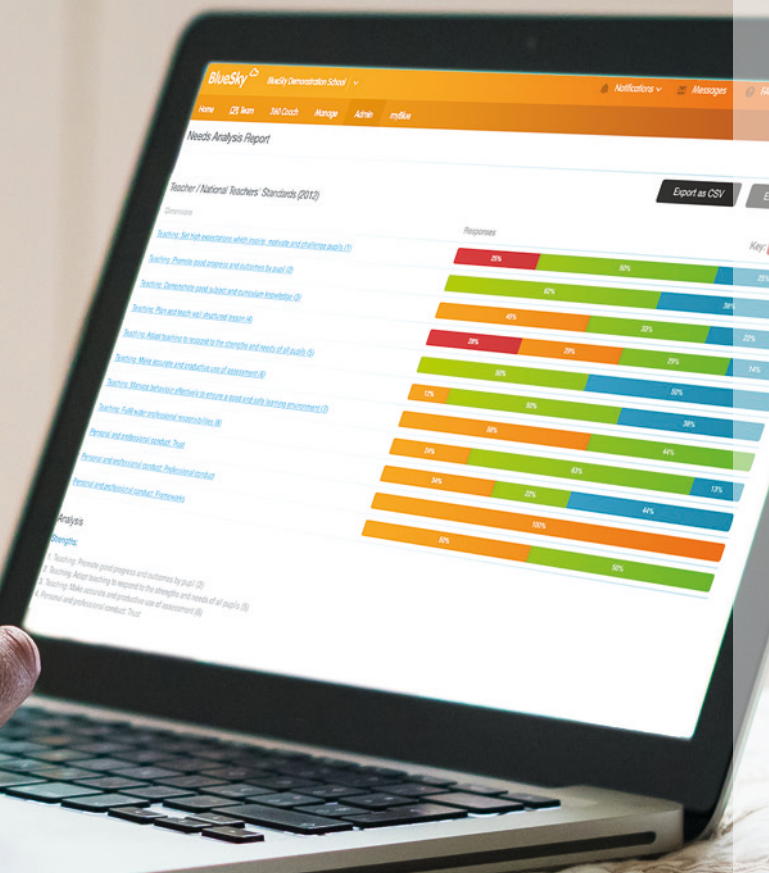
- Provides uniformity or autonomy to schools
- Adaptable to suit practice
- Global and granular-level analysis
- Enables easy collaboration and efficiencies

### Our members

- Teachers and Leaders
- Support and non-academic staff
- Trainees and Mentors
- Trust Directors and CEOs
- And many more!

# Why choose BlueSky?

- **Freedom** – Your commitment is just a 1 year contract, with a one-off annual cost
- **Portability** – Only BlueSky can be moved from school to school. It's a career portfolio for life
- **A universal tool** – Trainees, teachers, support staff, non-academic staff, CEOs – everyone has a portfolio
- **Free upgrades** – We continually develop and improve our product and upgrade you for free
- **Your own shade of Blue** – Tailor and flex BlueSky to your specific needs
- **Longevity** – Our longest clients have been with us since 2006!
- **Support** – Unlimited online training, support and optional onsite training
- **Dedicated specialists** – BlueSky is undistracted by other sectors. We are educationalists, pure and simple
- **International** – Over 300,000 members around the world
- **ASCL** – We are a premier partner celebrating a successful relationship for more than 10 years
- **COBIS Winner 2019** – Supporting Member of the Year
- **Bett Winner 2019** – Leadership and Management Solutions category





## Our Awards



Awards 2019 Winner  
Leadership and  
Management Solutions



Awards 2019 Winner  
Supporting Member  
of the Year



Finalist 2019  
Education Resources  
Awards

### The Bett Judging Panel said:

*"BlueSky provides a solution to the very real practical problem of tracking professional development and performance management. It recognises professional learning as the heart of school improvement. The system is flexible and also designed for efficiency, enabling schools to use it in a way which suits their processes and helping to reduce administrative burdens."*

# Our Partners and Memberships

**Geoff Barton, ASCL General Secretary said,**

*“ASCL’s partnership with BlueSky Education spans more than ten years and we are delighted that we are able to continue working together. At a time when resources are so limited and the challenges facing school and college leaders so complex, BlueSky’s insights and willingness to share best practice is always very much welcomed by our members.”*



# From education to innovation



17 years in the teaching profession with Leadership roles focused on teacher development provided a perfect foundation for the creation of BlueSky. This year will see 20 years of award-winning development and innovation with BlueSky remaining the gold standard – for primary, secondary, special, FE, international schools both maintained and

independents in the UK and globally supporting over 300,000 users across more than 30 countries.

I believe the ability for teachers and support staff to demonstrate their own growth and recognise the impact they are having on their organisation is a strong driver for job satisfaction and staff retention. The whole process of staff performance management is central to the success of any school.

By encouraging engagement and accountability at an individual level staff are empowered and schools are better able to achieve their objectives, and ultimately improve student outcomes. Moreover, professional dialogue linked to direct accountability and professional learning is, in fact, the vehicle for whole school improvement.

At BlueSky we are committed to innovation leading the way in supporting school improvement through professional engagement.

Denise Inwood  
Founder and Managing Director  
BlueSky Education

# Key features of BlueSky

BlueSky is supporting over 300,000 members worldwide with:

- **Professional Learning** – agile, cost-saving, validate impact and streamline analysis
- **Observations** – bespoke, instant and developmental activities
- **Performance Management** – reviews, target setting, progression, triangulation and professional dialogue
- **School Evaluation** – tailored drop-ins, book looks, powerful insights to support departmental and whole school improvement
- **Collaboration** – coaching, research, connecting staff to support development
- **Partnership** – evidenced-based global reporting, uniformity and quality assurance for groups and trusts. Provides autonomy for schools and standardises practice
- **School Improvement** – informing and monitoring phase/department/whole school action plans
- **And much, much more....!**





# Innovation is in our blood

We ask questions and challenge assumptions; this, along with feedback from our members, drives our development.

We know Lesson Observation practices are evolving. In our survey of more than 200 schools 2/3rds reported changes in their practice over the last 2 years. With 40% doing less formal observations.

BlueSky can support all aspects of practice from the formal to the informal, including developmental activities, learning walks, book looks and other triangulation forms for example. Observation templates are fully flexible and reporting is granular.

More than 7,000 unique observation templates have been created in BlueSky with more than 500,000 records created using them.

Whatever your practice we can help and you can be confident we have an eye on the future.

Schools using BlueSky have already benefited and seen impact from our innovative approach. Join the evolution and become part of the community that is creating positive change.

**7,000+** unique  
observation templates

**500,000+** records created  
using unique templates

## JUNIOR SCHOOL

### Hempstead Junior School

# Connecting individual staff performance and school-wide improvement

Hempstead Junior School uses BlueSky to link and bring clarity to all elements of staff performance and monitoring.

Hempstead Junior School has used BlueSky to modernise its approach to tracking and managing teacher performance.

The school, a three-form entry academy for children aged 7-11 in Gillingham, Kent, wanted to dispense with its paperwork system and replace it with one that was more efficient and more meaningful in terms of the picture it painted of how staff are working.

Using BlueSky, the school can map individual targets against the school improvement plan and the school's own bespoke professional standards. They can also connect lesson observation information and feedback with the school's standards and monitor CPL needs.

Staff quickly bought into the solution because it saves them time, while the paperless system means outcomes of appraisals, monitoring and all other documentation is all to hand online. It makes managing the different elements of the appraisal process much easier and enables the information to be summarised and presented to governors.

"Quite simply," says Headteacher Paul Cross, "BlueSky helps us to join everything up."



- ✓ Manage and track appraisals without the hassle of keeping track of paperwork
- ✓ Outcomes of appraisals and monitoring all to hand online
- ✓ Map individual targets against the school improvement plan and the school's bespoke professional standards
- ✓ Connect lesson observation information and feedback with the school's standards



**Paul Cross, Headteacher,  
Hempstead Junior School**

*"For teachers the biggest benefit of BlueSky is that it is far more efficient. 90% of teachers' time should be spent in the classroom. Anything which helps reduce that extra 10% and save teachers' time is valuable."*



## SECONDARY SCHOOL

### The Chalk Hills Academy

# A large academy pairs quality of teaching with school-wide improvement

Chalk Hills Academy uses BlueSky to identify best practice – and rapidly improve quality of teaching and learning.

Chalk Hills Academy, a large secondary school and sixth form in Luton, was looking for a solution that would link teaching and learning practices to whole school improvement. BlueSky's Self Evaluation module has allowed them to create a rubric outlining priorities for monitoring the quality of teaching – as specific or as broad as required.

It allows them to review the standard of teaching by feature or characteristic and the quality of feedback. Instead of grading individuals, they review the strengths of group practices – something which is far more useful when it comes to developing an effective CPL programme, the school says.

Performance management has also been made a simpler process, helping to cut down on admin while giving the school's leadership a solid strategic overview of performance.

It is also saving time and reducing workload.

"Teaching and learning over the past two years has improved significantly," says Adam Porter, Vice Principal. "This is largely due to BlueSky, which has enabled us to readily pinpoint specific development priorities."



- ✓ Links teaching and learning practices to whole school improvement
- ✓ Enables a holistic approach to staff appraisal
- ✓ Intuitive, easy-to-use and reduces administrative workload
- ✓ Staff feel more engaged with the evaluation process
- ✓ Enables leaders to focus on developing strategy based on outcomes, rather than inputting and managing data



**Adam Porter, Vice Principal,  
The Chalk Hills Academy**

*"The level of integration in each of the modules is excellent. At the click of a button I can tie an objective from an improvement plan to a particular report or see a staff profile or team overview."*

## MULTI-ACADEMY TRUST

The Thinking Schools Academy Trust (TSAT)

### High-performing MAT chose BlueSky to develop Trust-wide performance management

Staff in 16 academies benefit from consistency in target setting and other processes and from the ability to share best practice.

The Thinking Schools Academy Trust, comprising five secondary and eleven primary/junior academies, adopted BlueSky in 2015. They were looking for a way to align performance management across the Trust community, including the ability to set targets across all of the schools.

Using BlueSky has enabled them to achieve this goal and promote shared thinking around performance management without adding to staff workload. Among other benefits, it means pay reviews are simplified as all the evidence across schools is comparable and available at the click of a button, allowing a consistent experience for teachers and non-teaching staff no matter where they sit within the Trust.

“Each of our schools has its own culture, however, as a single employer it’s crucial that performance management is standardised so teaching and support staff don’t feel they’re being treated differently or unfairly,” says CEO Stuart Gardner.

“Finding a single platform which met all of these requirements was a struggle and ultimately is what led us to decide upon BlueSky as the perfect solution.”



- ✓ Ensures consistency in performance management across the Trust
- ✓ Enables setting of targets across all schools
- ✓ Using BlueSky to capture lesson observations helps with quality assurance and targeting CPD
- ✓ Projects module enables the Trust to share best practice between schools in subject specialisms and cuts out 'silo' thinking



**Stuart Gardner, CEO, The Thinking Schools Academy Trust (TSAT)**

*“Talented staff create excellent schools and great performance management is a key element of that. Having the consistency of message, approach and expectation which BlueSky provides helps us to continue driving standards upwards.”*

## SPECIAL SCHOOL

### Beaumont Hill Academy

# A 2-19 academy has transformed its approach to performance management

BlueSky has enabled Beaumont Hill to put a deep understanding of staff evaluation at the heart of its improvement strategy.

Beaumont Hill, a 2-19 academy for children with special educational needs, introduced BlueSky to help drive rapid improvement after it was placed in special measures.

A key challenge was interrogating the mass of data on teaching and learning to identify areas where improvement was urgent but also where good practice could be shared.

“It had always been a challenge to pull the elements of evaluation together into a true picture,” says Adrian Lynch, Deputy Principal. “BlueSky gives us a deep dive into the evaluation findings and helps leaders to drill down into the areas where we are most and least secure.”

When it was reinspected by Ofsted 18 months later, the academy was judged good overall and in every category.

“Ofsted referenced our approach to teaching and learning a great deal,” says Adrian. “It was reassuring that the areas identified for improvement were ones we’d already identified through self-evaluation, so BlueSky was key in enabling us to be ahead of the judgment.”



- ✓ Creates detailed teaching and learning reports for Ofsted visits
- ✓ Enables staff to collate work and planning scrutinies, moderation reports and lesson observations easily
- ✓ Leaders can link the data directly to performance management
- ✓ Holds all professional learning materials so staff can quickly access training and support



**Adrian Lynch, Deputy Principal,  
Beaumont Hill Academy**

*“We have a comprehensive CPD programme but the evaluation of its impact was unclear. Now everything is on BlueSky, we have hard data to demonstrate how training is addressing skills and development needs directly and the impact it is having”*

## INDEPENDENT SCHOOL

### Sherborne School

# Modernising professional learning systems has given leaders a deeper insight into improvement

BlueSky enables Sherborne School to form a link between needs of the staff, training they undertake and impact on learning.

Sherborne initially adopted BlueSky to modernise its professional development and appraisal system. However, the school, an independent boys' boarding school in Dorset, has discovered several other in-built features that can improve targeting of training and support and offer easier methods for recording and storing lesson observations and mentoring records.

It began with a set of objectives, including mapping individual targets against the school improvement plan and bespoke teaching standards, connecting lesson observation information with professional standards, and understanding training needs. BlueSky enables them to connect up these elements to create a clear picture of how professional development supports school improvement goals.

"The school can now show both how and where staff are contributing to whole school objectives and delivering departmental aims and this has helped us to communicate the value of staff professional development," says Peter Chillingworth, Director of Continuing Professional Learning.



- ✓ Links desired appraisal outcomes to specific objectives
- ✓ Enables leaders to see the organisation in greater depth
- ✓ Staff more aware of the CPL that they are doing, associate this with progress, and value it more
- ✓ Confident sense of the relative strength of teaching expertise across the school

### Peter Chillingworth, Director of Continuing Professional Learning, Sherborne School



*"We chose the solution offered by BlueSky because it links everything together – teaching and learning, appraisals and CPL. Being cloud-based, it holds everything securely online, so that information is accessible from any platform, anywhere, anytime."*

## INTERNATIONAL SCHOOL

GEMS Wellington Academy - Silicon Oasis

Leading academy in the UAE has streamlined processes and brought consistency to how standards are set

BlueSky provides a space for staff and leaders to collaborate, evaluate performance and help drive improvement.

The GEMS Wellington Academy in Dubai, part of the GEMS Education Group of 54 schools across the Middle East, offers a holistic education for pupils from 4 to 18, encompassing the English National Curriculum, International Baccalaureate and United Arab Emirates (UAE) Ministry of Education curriculum.

BlueSky has enabled the Academy to streamline its system of gathering performance evidence, helping the leadership to use data to drive improvement more effectively.

“We adopted BlueSky because it offers a platform for staff and leaders to collaborate, monitor progress and evaluate performance,” says Daniella Aschettino, Secondary Vice-Principal of the Academy. “It offers a systematic approach to performance management and enables staff to feel valued. We now find it much easier to track staff performance and career objectives.”

Objectives for staff and teams can be clearly linked to the school development plan and to the UAE teaching standards,” Daniella adds. “This all then feeds into the termly appraisals between the teacher and their professional coach to guide development.”



- ✓ BlueSky's flexibility allows academy to tailor the functions to suit its needs, culture and practice
- ✓ Uniform approach to target-setting and monitoring performance across cohorts
- ✓ Supports the Academy's 'open-door' observation culture and has streamlined recording of learning walks
- ✓ BlueSky Projects module helps to monitor performance of staff causing concern



**Daniella Aschettino, Secondary Vice Principal, GEMS Wellington Academy - Silicon Oasis**

*“We now find it much easier to track staff performance and career objectives. The BlueSky Reports function also means we can easily put together reports which show us trends and gaps so that we can put interventions in place”*

## FE COLLEGE

### Basingstoke College of Technology (BCoT) (BCoT) College has streamlined its performance management and CPD with BlueSky

Basingstoke College of Technology uses BlueSky to monitor the progress of more than 400 members of staff.

Basingstoke College of Technology (BCoT), a further education college with 5,000 students and more than 400 members of staff, has transformed its performance review system and reduced the associated staff workload with the help of BlueSky.

The BlueSky system enables the leadership to monitor progress of reviews on staff performance and development, including completion rates.

“I can see instantly if a staff member has not yet completed their review and prompt him or her accordingly,” says Malcolm Quiney, Head of Human Resources. “The digital system significantly reduces time spent following up with staff members.”

Teachers have welcomed the new system as they can now update their records at a time convenient to them, he adds.

“I could not imagine trying to manage the annual performance development review process without BlueSky. Our organisation is too large to manage the process offline and the administrative time it would take for me to collate and check paper-based review documentation from all staff would be a full-time job in itself.”



- ✓ Simplifies monitoring staff performance and implementing improvements in teaching standards across the college
- ✓ Reporting function provides the college's leadership with a strategic overview of all staff performance
- ✓ Online access supports the college's digital-first ethos for staff learning
- ✓ Has significantly reduced workload and printing costs



**Malcolm Quiney, Head of HR,  
Basingstoke College of Technology**

*“As there is sensitive data involved in the performance review process, managing the procedure online also ensures standardisation of practice – important when considering GDPR. We also encourage staff to use the system to register and document their continuing professional development”*

## ITT/TEACHER TRAINING

### Teach First

# Making access to data easy, quick and meaningful for students and staff

BlueSky provides Teach First with a system that captures evidence securely while supporting collaboration, dialogue and intervention.

Teach First develops great teachers to work in low-income areas. Participants complete a Post Graduate Diploma in Education (PGDE) to gain Qualified Teacher Status (QTS), based on a file of evidence of progress, achievement and reflection.

They chose BlueSky for the security it offers: previously if participants lost their paperwork all evidence of their development towards QTS was gone but BlueSky captures all the information securely. The programme also requires Teach First's support roles to work collaboratively with students to set objectives and monitor progress through a framework of standards.

BlueSky has provided a simple yet powerful mechanism for objective discussion and formative dialogue between mentors/tutors and participants, as well as rapid intervention and support, says Helen Gooch, Curriculum Design Project Manager at Teach First.

"Teachers and support roles, including those working in partner universities and schools, are able to access BlueSky at any time or place, allowing ongoing collaboration and support.

"Our Teach First participants, support roles and university tutors have reported feeling more connected now."



- ✓ All participants take ownership of their own portfolio
- ✓ Provides Teach First with high-quality information about participants
- ✓ Teachers and support roles, including those in universities and schools, can access BlueSky at any time or place
- ✓ Simple yet powerful mechanism for objective discussion, formative dialogue, and support



**Helen Gooch, Online Learning Manager, Teach First**

*"Users can log in anywhere, anytime and access a wealth of data with summaries of progress across our standards framework. The Teach First team can identify trends in terms of participants' objectives and where they excel."*

## Customer support feedback

*“ I would just like it noted that I am so impressed with your customer service - it makes such a refreshing change ”*

*“ Exceptional - delighted with everything ”*

*“ We are thrilled and excited about the impact this is starting to have ”*





## Customer training feedback

- “ The BlueSky trainer was confident, articulate and understood our school system as well as BlueSky ”
- “ The trainer was very personable, dynamic and knowledgeable and had a strategic understanding of how BlueSky is useful in schools, as well as the mechanism of BlueSky as a system. An excellent ambassador for BlueSky - thank you ”
- “ Staff felt confident about using the system. The BlueSky trainer was very accommodating and supportive. Our staff are able to see how the PM process will work and CPD activities. SLT also had the chance to look at observations. I look forward to the next set of training for teachers ”



96% of school leaders say our customer support is highly or very effective



96% of school leaders are either satisfied or very satisfied with BlueSky



85% of schools say BlueSky saves their school leadership team up to five hours every week



90% of schools say BlueSky increases staff engagement in the appraisal process

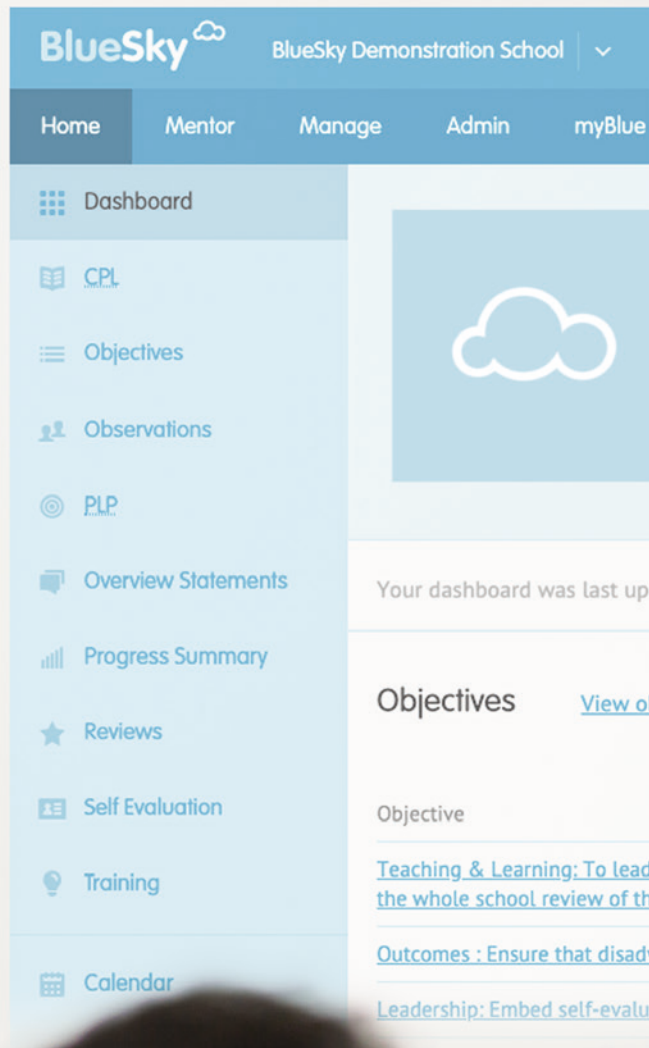
# Free Demonstration

Book a free demo and see our award-winning solution first-hand.

Pick up the phone now and call +44 (0)1483 880004 or email [info@blueskyeducation.co.uk](mailto:info@blueskyeducation.co.uk)

It is the most effective way to evaluate BlueSky.

Arrange a no-obligation online or onsite demonstration aligned to your desired practice and priorities.



### Justin Time

Role: Deputy Headteacher  
Organisation: BlueSky Teaching School and SCITT, BlueSky Demonstration School  
Profession: Teacher  
Qualifications: BEd Hons; NPQSL

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dated on:

Time frame:

[Objectives »](#)

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[Lesson Study pilot group focused on effective assessment of the impact of assessment.](#)

[Disadvantaged pupils in all year 11 classes meet or exceed expected targets.](#)

[Communication practices with all members of staff. All communications are confidential.](#)

Objective	Completion	Impact	Evidence attached
Lesson Study pilot group focused on effective assessment of the impact of assessment.	✗	✗	✓
Disadvantaged pupils in all year 11 classes meet or exceed expected targets.	✗	✗	✗
Communication practices with all members of staff. All communications are confidential.	✗	✗	✗



### Contact BlueSky

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