

BlueSky



Engage and develop your people aligned to strategic goals.



BlueSky is the multi award-winning comprehensive solution that supports school leaders and staff with appraisal, professional development, quality assurance, school evaluation and improvement. BlueSky helps schools and Trusts to elevate outcomes by putting people at the centre of a professional dialogue.



Appraisal

Create an agile objective cycle, aligning staff development with school and team priorities to build a culture of ongoing dialogue. Streamline and reduce the burden of appraisal practices with activities including objective setting, developmental reviews and self-reflection (against national and bespoke standards) all tracked in one flexible online solution.



Quality Assurance

Use BlueSky to create a quality assurance approach that reflects your organisation's culture, easily and transparently tracking activities such as formal observations, instructional coaching and developmental drop-ins. Our reporting dashboard enables you to identify emerging talent, influence CPD strategy and evaluate teaching over time.



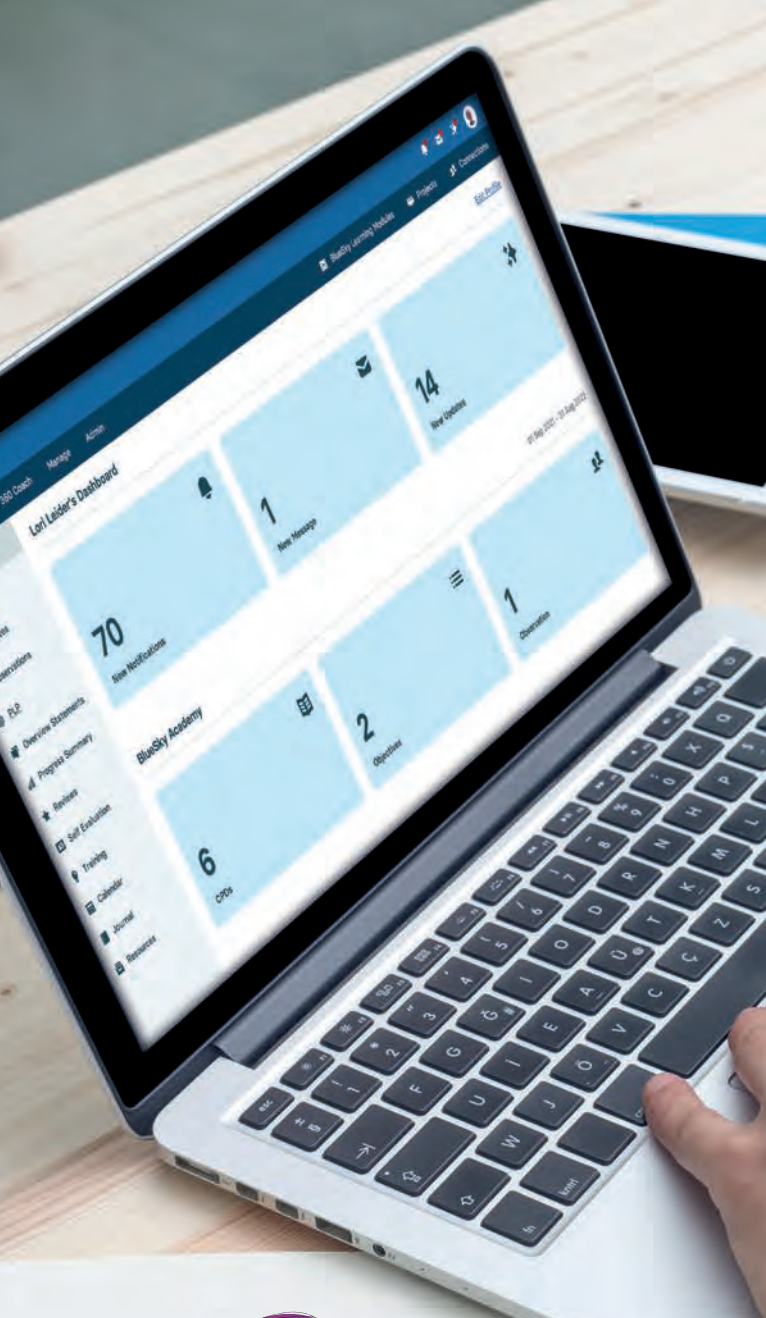
Professional Learning

Our powerful platform supports the streamlining of professional learning. House your entire CPD programme and content. Build a culture of collaboration and a shared understanding of professional learning's impact on organisation goals. All school staff have a lifelong learning portal to engage and record their own career journey.



School Evaluation

From learning walks to work scrutiny – all quality assurance evaluations can be captured. Build an evidence base to augment inspections and audits. Easily aggregate intelligence to support quality of education assessments for departments and the whole school, with predefined and bespoke reports at the touch of a button.



The complete solution

- **A universal tool** – Everyone has a portfolio: trainees, teachers, support staff, non-academic staff, SLTs and CEOs
- **Your own shade of Blue** – Tailor and flex BlueSky to your school's specific needs
- **International** – Over 350,000 members in 40+ countries
- **Specialists** – BlueSky is developed by experienced educationalists specifically for the education sector
- **Innovation** – We continually innovate and improve our product and upgrade you for free
- **Support** – Tailored online training and unlimited access to technical support
- **High impact** – 88% of reviewers say BlueSky improves school processes (EdTech Impact)
- **Sustainable** – Our most established clients have been with us since 2006!
- **Freedom** – Your commitment is just a 1 year contract, with a one-off annual cost
- **Portable** – Only BlueSky can be moved from school to school. It's a career portfolio for life
- **ASCL** – We are a premier partner celebrating a successful relationship of more than 10 years
- **Confederation of School Trusts** – We are the only Platinum Partner for Appraisal, Professional Learning and Quality Assurance

bett AWARDS 2022
FINALIST

bett
AWARDS 2019
WINNER

COACHING WINNER 2019
SUPPORTING MEMBER
OF THE YEAR

era
2019 FINALIST

blueskyeducation.co.uk

Key Features of BlueSky

BlueSky supports over 350,000 members worldwide with:

- **Professional Learning** – Agile, cost-saving, validate impact and streamline analysis
- **Quality Assurance** – Bespoke, in-house and developmental activities
- **Appraisal** – 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 while standardising practice
- **School Improvement** – Informing and monitoring phase/department/whole school action plans
- **And much, much more....!**

blueskyeducation.co.uk



How we support your school

1. Our Business Development Executives can deliver a free, no-obligation online demo for you and your senior leadership team aligned to your organisation's priorities
2. Once you have signed up, our Customer Success team will create your account with bespoke settings aligned to your school process
3. We can then deliver tailored online training for your leadership team and staff who will use BlueSky
4. All staff in your school, including CEO and non-teaching staff, can access an individual portfolio to manage their appraisal and career development
5. Visit our online Help Centre to find instant answers to frequently asked questions and how-to guides
6. Unlimited customer support over email or phone, whether you have a problem or need changes made to your account
7. Add new members of staff or change your settings and process templates in line with school growth and objectives, at no extra cost

9,000+ unique observation templates

650,000+ records created using unique templates



Denise Inwood

Founder and CEO
BlueSky Education

From education to innovation

Schools play a critical part in maximising the life chances of young people, so it is vital that all teachers and school staff are engaged in taking professional accountability for the quality of their work. At BlueSky, we believe that every professional conversation is an opportunity to explore how an individual can empower themselves to become the very best they can be.

Placing professional development at the centre of the dialogue about performance and impact is vital to the success of an organisation.

Having a team that understands their purpose and recognises their role in achieving your school's priorities is key to effective school improvement.

Professional learning and objectives are at their most effective when they directly align to the working context and are embedded in a recurring cycle of reflect, review and refocus. The best outcomes of these dialogues are actionable steps that take professional expertise and pedagogy forward, with the direct intention of improving the quality of education.

Our mission is to provide tools that streamline these processes through a robust, easy to use platform. Our market-leading software provides intelligence and insights to leaders that supports strategy and decision making, while also putting staff at the centre of discussions around school improvement.

BlueSky has helped to transform the processes of many schools, both in the UK and Internationally, with our award-winning online Appraisal, Professional Learning and Quality Assurance app. We are a team that is passionate about education and will continue to work tirelessly to bring the very best sector-specific solution to our clients.

Our Partners and Memberships

ASCL is delighted to work in partnership with BlueSky Education. Their continued commitment to supporting school, college and trust leaders in what is an ever changing, complex landscape is excellent. Their collaborative approach, sharing of insights and best practice is always welcomed by ASCL and its members. We are proud to have BlueSky as one of our longest serving partnerships.

Geoff Barton, ASCL General Secretary

Premier partner



Who benefits?

Individual staff

- Receive a unique personal portfolio
- User-friendly functionality
- Enables self-led appraisal practice
- 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
- Support retention of staff through active CPD

Trusts

- Promote consistency or autonomy for schools
- Adaptable to suit your processes
- Global to granular-level analysis
- Enables easy collaboration and efficiencies
- Identify talent to share expertise across Trust

Our members

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



PRIMARY SCHOOL

Hempstead Schools Federation,
Gillingham

Connecting individual staff performance and school-wide improvement

Hempstead Schools Federation uses BlueSky to link and bring clarity to all elements of staff performance and monitoring.

Hempstead Schools Federation has used BlueSky to modernise its approach to tracking and managing teacher performance.

The schools, a three-form entry Federation of an Infant school and a Junior school 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 CPD 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 Executive 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, Executive Headteacher,
Hempstead Schools Federation**

"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 Bemrose School, Derby

Supporting the focus on literacy and middle leadership

BlueSky helps the all-through school guard against a 'tick-box' culture for performance management and puts staff in control of their development

BlueSky is a key strategic tool for the school, enabling the leadership teams to evaluate staff performance, supporting staff professional development and helping to pinpoint areas where capacity and skills need to be strengthened to meet long-term improvement goals.

BlueSky is used to support conversations about targets, discussing whether they are SMART or sufficiently robust. The reporting tools help the all-through school to easily identify priorities for each setting and to uncover areas that are particular strengths so that these skills or practices can be shared across the wider organisation.

"BlueSky has helped middle leaders to understand how whole school priorities relate to, for example, work scrutinies," Neil says. "As one of our priorities is literacy extended writing, presentation and so on are embedded in our scrutinies, which are recorded on BlueSky, helping to raise the profile of specific aspects of improvement for individuals, within a team or wider."

"This is about performance management as a development tool rather than a stick to beat people with. BlueSky very much supports that objective because it puts staff in control of their own development."



- ✓ School leaders can ensure that individual development targets are aligned with wider school goals
- ✓ Simple and intuitive user interface drives comprehensive adoption from all staff
- ✓ Flexibility of the platform allows organisation to set higher goals and support continuous improvement



Neil Wilkinson, Executive Headteacher, The Bemrose School

"It also allows me and the leadership team to reflect on things that are important for us, providing a rich source of evidence that we can triangulate with pupil outcomes and the impact of training on wider school outcomes."

MULTI-ACADEMY TRUST

STEP Academy Trust, London

A holistic perspective improves strategy and standards across STEP Academy Trust

BlueSky is used across all 18 of the Trust's academies and it has been instrumental in enabling the Trust to understand the capacity and capabilities of their staff, as well as identifying training requirements.

All 900 staff use BlueSky to record their professional development activity and learning goals, using STEP Compass priorities and the Trust's own career pathway documentation. The BlueSky observations standards template is used by staff to evaluate themselves and at appraisal time, preparatory notes and outcomes are also recorded in the platform. BlueSky's Observation module has helped staff to gain a much deeper understanding of where and how improvement is required in their field.

Keeping track of their progress and development without BlueSky would be very difficult, says Jennese Alozie, Director of Effectiveness and Performance. But besides increasing efficiency, BlueSky also helps the Trust to ensure equity in terms of access to career progression and development opportunities, makes talent-spotting easier, and ensures the roles and responsibilities of each individual are aligned with the Trust's mission, vision and values.

"The efficient way in which BlueSky enables us to capture, use and make sense of our data and other information in a scientific way is going to help us hugely."



- ✓ Staff can manage their own professional development activity and goals
- ✓ Holistic view enables leaders to recognise and leverage rising talent and expertise
- ✓ Additional support and training needs are quickly identified



Jennese Alozie, Director of Effectiveness and Performance, STEP Academy Trust

"It really helps us to understand our people but, more importantly, empower them to develop their own career pathway as well."

SPECIAL SCHOOL

Beaumont Hill Academy, Darlington

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 appraisal
- ✓ 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, Dorset

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

Doha College, Qatar

One of Qatar's leading schools captures the quality and breadth of performance development

Easy recording of CPD activities on BlueSky has helped build a culture of ongoing learning.

Doha College is one of the world's leading British International Schools, with an outstanding reputation for academic achievement, teaching 2,500 students aged 3 - 18 of more than 70 nationalities.

Prior to BlueSky, the school relied on a paper-based system for managing performance development, which had become unwieldy and inefficient. They were also keen to introduce a more bottom-up approach to professional development, giving more responsibility to staff to take charge of their own learning and enabling managers to map targets for individuals to the school development plan, and to the school's bespoke professional standards.

School development plan objectives are on BlueSky and when staff set their targets for the year, they link them to the plan. Now staff can log every event, the system has helped managers to capture the full extent of staff development activity.

"In the past, CPD has been understood to mean getting on a plane to go somewhere else for a conference or training course because there is a limited amount available in Qatar. But CPD is not just about going on a course. It's an article you've read, it is talking to or observing colleagues too."



- ✓ Individual CPD targets are linked to wider school improvement objectives
- ✓ System makes it easy for staff to log all activity they undertake and expand their interpretation of CPD
- ✓ Managers can now see the full extent of staff development activity



**Uzma Zaffar, Vice Principal -
Quality Assurance, Doha College**

"The easy recording of these activities on BlueSky has enabled us to widen staff's interpretation of CPD, and all of the different ways that you can develop yourself, helping staff to create a more accurate picture of what they have achieved and building a foundation for their next stage."

FE COLLEGE

Basingstoke College of Technology, Basingstoke

Basingstoke College of Technology (BCoT) has streamlined its appraisal and CPD with BlueSky

BCoT uses BlueSky to monitor the progress of more than 400 members of staff.

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"

"It's the best system of its type I've come across in a 30+ year career in education. No paper chase. Key metrics about the quality of education, CPD and appraisal all available at the click of a mouse button."

"It facilitates strategic improvement planning and makes the whole appraisal process very straightforward and easy to manage."

Mike Butler, CEO, Haughton Academy, UK

"Having started with BlueSky for Performance Management, we are now successfully using it for monitoring Professional Learning activities, self-evaluation & quality assurance processes. In our last Ofsted inspection, we were able to demonstrate the impact of our work very quickly by producing reports from BlueSky."

**Jim Barlow, Headteacher,
Congleton High School, UK**

**Rated 4.6 out of 5
on EdTech Impact**

"BlueSky has provided a more streamlined and efficient way of working, making data meaningful and helpful to all staff, and providing flexibility for staff to flag their own CPD needs or their areas of strength that they could share with others. It has already been an empowering tool and we are yet to utilise its full potential."

**Louisa Horner, Professional Development Lead,
CATS Canterbury, UK**

"It has been revolutionary! It has helped enormously with showing staff how to cherish their own professional development."

**Aidan Stallwood, Deputy Head, Taipei
European School, Taiwan**

Engage staff with BlueSky Learning

BlueSky Learning is an online platform offering easy-to-access, flexible professional development modules that can be accessed by individual teachers or integrated into school CPD programmes. BlueSky Learning is shortlisted for the 'Innovator of the Year' Bett Award 2022.

Featuring 120+ hours of research-based and practitioner-led sessions, BlueSky Learning provides focused interactive learning that enhances current knowledge, develops new skills and improves strategies for classroom teaching and behaviour management.

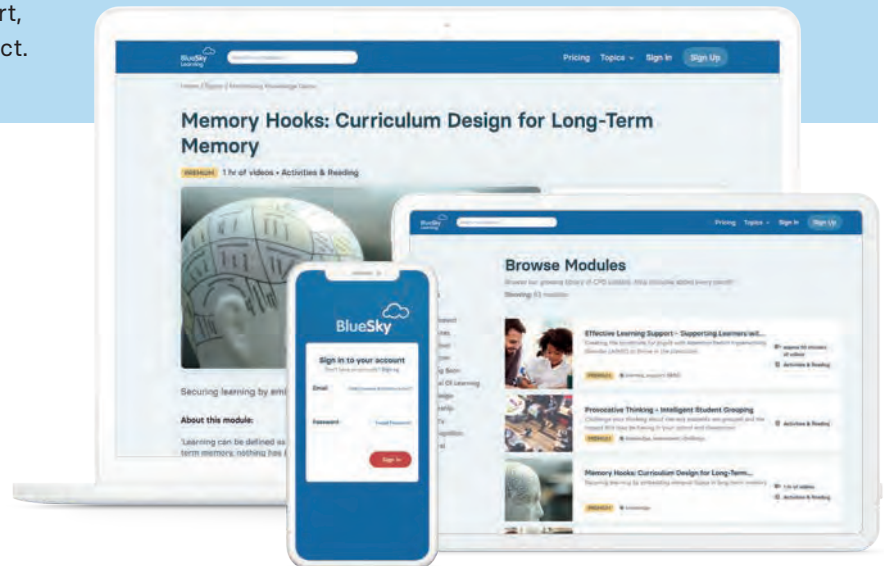
Individuals use BlueSky's award-winning portable portfolio to build a complete record of their CPD journey. Senior Leaders use BlueSky's market-leading tool to report, track engagement and evidence impact.

BlueSky Learning subscriptions are available on an individual, school or school group basis, starting at £40 for an individual, or £375 for a small school.

Existing users of BlueSky Education can access a discounted rate. Visit blueskylearning.co.uk to learn more.



FINALIST



Free Demonstration

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

Arrange a no-obligation online demonstration aligned to your desired practice and priorities, to learn how BlueSky can support your school.

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



blueskyeducation.co.uk



The image shows a person sitting at a desk, looking at a computer monitor. The monitor displays the BlueSky Academy dashboard. The dashboard has a dark blue header with the logo and navigation links. Below the header is a sidebar with a menu of options. The main content area is titled 'Lori Leider's Dashboard' and features six large blue cards with white text and icons, arranged in two rows of three. The top row shows '70 New Notifications', '1 New Message', and '14 New Updates'. The bottom row shows '6 CPDs', '2 Objectives', and '1 Observation'. The dashboard also includes a date range '01 Sep 2021 - 31 Aug 2022' and an 'Edit Profile' link.

BlueSky Academy

Home CPD Team 360 Coach Manage Admin BlueSky Learning Modules Projects Connections

Dashboard Lori Leider's Dashboard [Edit Profile](#)

70 New Notifications

1 New Message

14 New Updates

BlueSky Academy 01 Sep 2021 - 31 Aug 2022

6 CPDs

2 Objectives

1 Observation

- Dashboard
- CPD
- Objectives
- Observations
- PLP
- Overview Statements
- Progress Summary
- Reviews
- Self Evaluation
- Training
- Calendar
- Journal
- Resources

Contact BlueSky

+44 (0)1483 880004

info@blueskyeducation.co.uk

blueskyeducation.co.uk

 @blueskymatters

 @blueskymatters

 blueskyeducation

