



T R I B A L

Metrics Overview – February 2020

As a provider, we are measured against a number of metrics to ensure that the quality of provision is maintained. Please see below our metrics analysis against the targets set for George Spencer Teaching School as provided by Tribal.



Metric 1

“Providers recruit at least 100% of their target number of participants for each year and for each NPQ offered.”

Qualification	2017/18			2018/19			2019/20		
	Target	Actual	% Target	Target	Actual	% Target	Target	Actual	% Target
NPQ for Executive Leadership (NPQEL)	5	7	140.00 %	10	14	140.00 %			
NPQ for Headship (NPQH)	20	37	185.00 %	30	36	120.00 %	30	30	100.00 %
NPQ for Senior Leadership (NPQSL)	55	108	196.00 %	65	85	130.00 %	65	107	164.00 %
NPQ for Middle Leadership (NPQML)	40	81	202.50 %	55	93	169.00 %	55	90	164.00 %
Totals	120	233	194.00 %	160	228	142.50 %	150	227	151.00 %

Metric 2

Providers ensure that their allocated target of all those recruited are from schools where 30% or more pupils are known to be eligible for Free School Meals, for each NPQ level offered.

Qualification	2017/18			2018/19			2019/20		
	Target	Actual	% Target	Target	Actual	% Target	Target	Actual	% Target
NPQ for Executive Leadership (NPQEL)		29% (2)		8% (1)	50% (7)	625.00 %			
NPQ for Headship (NPQH)		24% (9)		6% (2)	8% (3)	138.89 %	8% (2)	27% (8)	333.33 %
NPQ for Senior Leadership (NPQSL)		15% (16)		9% (8)	21% (18)	235.29 %	11% (12)	17% (18)	152.93 %
NPQ for Middle Leadership (NPQML)		17% (14)		8% (7)	23% (21)	282.26 %	10% (9)	21% (19)	211.11 %



Metric 3

Providers ensure that their allocated target of all those recruited are from non-white British groups, for each NPQ level offered.

Metric 3: Target percentage recruited from non-White British groups.

Providers ensure that their allocated target of all those recruited are from non-white British groups, for each NPQ level offered.

Qualification	2017/18			2018/19			2019/20		
	Target	Actual	% Target	Target	Actual	% Target	Target	Actual	% Target
NPQ for Executive Leadership (NPQEL)	1% (0)	0% (0)	0.00 %	2% (0)	0% (0)	0.00 %			
NPQ for Headship (NPQH)	1% (0)	3% (1)	270.27 %	2% (1)	6% (2)	277.78 %	3% (1)	3% (1)	111.11 %
NPQ for Senior Leadership (NPQSL)	3% (3)	5% (5)	154.32 %	5% (4)	8% (7)	164.71 %	8% (9)	5% (5)	58.41 %
NPQ for Middle Leadership (NPQML)	3% (2)	6% (5)	205.76 %	6% (6)	2% (2)	35.84 %	9% (8)	4% (4)	49.38 %

Metric 4

Providers ensure that at least 90% of participants present for final assessment within 18 months of formally commencing the programme.

Metric 4: Percentage of participants that present for final assessment within 18 months.

Providers ensure that at least 90% of participants present for final assessment within 18 months of formally commencing the programme.

Qualification	2017/18			2018/19			2019/20		
	Presented	Within 18m	% of Presented	Presented	Within 18m	% of Presented	Presented	Within 18m	% of Presented
NPQ for Executive Leadership (NPQEL)									
NPQ for Headship (NPQH)	26	1	3.85 %	5	5	100.00 %			
NPQ for Senior Leadership (NPQSL)	76	29	38.16 %	37	37	100.00 %			
NPQ for Middle Leadership (NPQML)	61	19	31.15 %	40	40	100.00 %			
Totals	163	49	30.06 %	82	82	100.00 %			



Metric 5

Providers ensure a 95% accuracy level for all their final assessments.

Metric 5: Assessment Accuracy

Providers ensure a 95% accuracy level for all their final assessments.

Qualification	2017/18			2018/19			2019/20		
	Assessment Count	QAA Moderation	Accuracy %	Assessment Count	QAA Moderation	Accuracy %	Assessment Count	QAA Moderation	Accuracy %
NPQ for Executive Leadership (NPQEL)									
NPQ for Headship (NPQH)	56	23% (13)	100.00 %	10	20% (2)	100.00 %			
NPQ for Senior Leadership (NPQSL)	80	10% (8)	100.00 %	37	0% (0)				
NPQ for Middle Leadership (NPQML)	62	13% (8)	100.00 %	40	0% (0)				
Totals	198	15% (29)	100.00 %	87	2% (2)	100.00 %			



Metric 6

Providers ensure that the aggregated mean rating across all participant feedback received is at least 6 out of 10.

GEORGE SPENCER ACADEMY

Participant survey responses (Metric 6)

- the table of responses below, are based on verified numbers of participants from round 2 of the survey (**Insert number of responses**)
- **the average scores for pre-course information, programme delivery and content are responses from rounds 1 and 2 with an overall figure.**

	GSA		
Average of Content: The course content covered elements that were relevant and appropriate to your stage of professional development. - Response score (1 low – 10 high)	7.88		
Average of Content: Gaps in your knowledge, understanding and skills of leadership dimensions were addressed well. - Response score (1 low – 10 high)	7.94		
Average of Content: Your understanding of the importance of leadership behaviours was enhanced through the course content and facilitation. - Response score (1 low – 10 high)	8.58		
Average of Content: The module content was supported by pre- and post-reading material that was relevant and appropriate. - Response score (1 low – 10 high)	7.76		
Average of Content: How well the provider has matched the requirements of the NPQ to meet your needs, i.e. how well have they fulfilled what they set out to achieve with you. - Response score (1 low – 10 high)	8.00		
Average score for all questions (Programme content)	R1	R2	Overall
	7.95	8.03	7.99
Average score of all providers (Programme content)	R1	R2	Overall
	7.86	8.08	7.97
	GSA		
Average of How did you rate your chosen delivery method - Response score (1 low – 10 high)	7.97		



Average of Delivery: The opportunities to ask questions and to seek support. - Response score (1 low – 10 high)	7.67		
Average of Delivery: The opportunities provided for personal reflection and planning, including planning for projects and final assessment. - Response score (1 low – 10 high)	7.73		
Average of Delivery: The quality of the delivery from trainers / facilitators (if involved in online delivery please refer to the facilitators). - Response score (1 low – 10 high)	8.03		
Average of Delivery: The standard of professional development experienced from working with credible peers. - Response score (1 low – 10 high)	8.09		
Average of Delivery: The opportunities provided for exploring and addressing potential challenges. - Response score (1 low – 10 high)	7.82		
Average of Delivery: How well the delivery style is / was matched to your preferred method of learning. - Response score (1 low – 10 high)	7.94		
Average of Delivery: The level of expertise in the delivery of the NPQ trainers (if involved in online delivery please refer to the facilitators). - Response score (1 low – 10 high)	8.39		
Average of Delivery: The relevance of resources made available to participants (online and references to research and publications), in terms of supporting you through your NPQ. - Response score (1 low – 10 high)	7.76		
Average of Delivery: How well the delivery style has aided your understanding of the NPQ topic. - Response score (1 low – 10 high)	7.94		
Average of Delivery: How well the delivery style is / was tailored to the topic of your NPQ course. - Response score (1 low – 10 high)	8.03		
Average score for all questions (<i>Programme Delivery</i>)	R1	R2	Overall
	7.80	7.94	7.87
Average score of all providers (<i>Programme Delivery</i>)	R1	R2	Overall
	7.76	7.97	7.86

Overall survey average score	R1	R2	Overall
	7.75	7.76	7.76



Average score of all providers	R1	R2	Overall
	7.71	7.90	7.80

Recommend your chosen qualification to a colleague?	R1	R2	Overall
	97%	94%	96%

Recommend your chosen NPQ provider to a colleague?	R1	R2	Overall
	93%	94%	93%



Metric 7

Providers ensure that there is no significant difference in retention and achievement rates between different groups, for example, groups with protected characteristics or leaders from schools with different levels of performance.

Metric 7: Rates of achievement and retention (including by group)

Providers ensure that there is no significant difference in retention and achievement rates between different groups, for example, groups with protected characteristics or leaders from schools with different levels of performance.

Qualification	2017/18								
	Retention			Deferrals			Achievement		
	Started	Withdrawn	Retention %	Started	Deferred	Deferred %	Submitted	Passed	Achieved %
NPQ for Executive Leadership (NPQEL)	7	6	14.29 %	7	1	14.29 %			
NPQ for Headship (NPQH)	37	1	97.30 %	37	5	13.51 %	26	22	84.62 %
NPQ for Senior Leadership (NPQSL)	108	6	94.44 %	108	9	8.33 %	76	69	90.79 %
NPQ for Middle Leadership (NPQML)	81	1	98.77 %	81	10	12.35 %	61	53	86.89 %
Totals	233	14	93.99 %	233	25	10.73 %	163	144	88.34 %

Qualification	2018/19								
	Retention			Deferrals			Achievement		
	Started	Withdrawn	Retention %	Started	Deferred	Deferred %	Submitted	Passed	Achieved %
NPQ for Executive Leadership (NPQEL)	14		100.00 %	14		0.00 %			
NPQ for Headship (NPQH)	36	1	97.22 %	36	2	5.56 %	5	1	20.00 %
NPQ for Senior Leadership (NPQSL)	85	3	96.47 %	85	2	2.35 %	37		0.00 %
NPQ for Middle Leadership (NPQML)	93	5	94.62 %	93	5	5.38 %	40	1	2.50 %
Totals	228	9	96.05 %	228	9	3.95 %	82	2	2.44 %