

SIMS

helping
schools
inspire



INSPIRE 
EVERY DAY



from the *senior leader's office* in secondary schools

As a senior leader, you need the tools to make decisions about the issues that matter. With SIMS, school leaders can see an overview of everything that's happening in their school and track the impact of strategies they put in place.

"The SIMS homepage, edited by staff dependent on their role, displays the data pertinent to them. This was the Eureka moment for staff. They can see where their data is going and how important it is."

Mike Adnitt, Vice Principal, The St Lawrence Academy



How SIMS helps...

1 Set up your SIMS homepage with key performance indicators so you have real-time data at your fingertips, whether you want to monitor your Pupil Premium children, looked after children or *identify patterns* of student absence.

2 As well as assessing a teacher on the overall achievement of their pupils against targets, you may want to look at a range of other factors. This could include the success of interventions for Pupil Premium children, for example, or the progress of EAL pupils. This can all be done using **SIMS Staff Performance**.

3 Achievements in **SIMS Behaviour** can help you to *reinforce positive behaviour*. You can then analyse the impact of good behaviour on other areas of student performance to prove the impact.

4 Use the **SIMS student/teacher view** to see a *detailed summary* screen of each student or view the whole school's data. This is a customisable dashboard, allowing you to view the information you need.

5 Use **SIMS Learning Gateway** to see which parents have viewed reports online and identify those who haven't. This will help you *evidence the effectiveness* of online communications, whilst providing a valuable indicator of which parents require more support to involve them in their child's learning. **Homework diary** allows parents and students to view homework set and see marks, encouraging parents to have a *more active role* in their child's learning.

Products and services that will help you on your way:

- SIMS Discover
- SIMS Assessment
- SIMS Staff Performance
- SIMS Learning Gateway
- SIMS InTouch
- School Improvement Programme

Managing staff performance with performance-related pay



September 2014

when the first performance-linked pay increases were made in schools

Factors schools should consider when assessing teachers' performance:



- impact on pupil progress
- impact on wider outcomes for pupils
- contribution to improvements in other areas
- professional and career development
- wider contribution to the work of the school

The three criteria that teachers feel should be used to decide progression along the pay scale are:



assessment by more senior staff (60%)



assessment by the headteacher (54%)



consideration of pupil progress (53%)



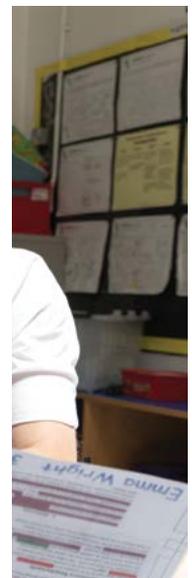
The SIMS School Improvement Programme enables you to **harness your data** to drive improved teaching and learning.



Find out how we can help you **make a difference** in your school. www.capita-sims.co.uk/SIP



Are you confident with the new Progress 8 measures?



Find out how SIMS can **support you** with your assessment strategy. Visit www.capita-sims.co.uk/progress8


£1,400

the amount that teachers can be rewarded with for providing 3 or more hours of **extra-curricular activities** per week at Capital City Academy


47%

the proportion of teachers who would prefer to receive pay increases based on length of service, provided their progress is satisfactory.

£70,000

the salary classroom teachers could reach within five years with performance-related pay 

References: DfE - New advice to help schools set performance-related pay - September 2013 <https://www.gov.uk/government/news/new-advice-to-help-schools-set-performance-related-pay>

NFER/Sutton Trust - Most teachers 'back pay by results' - June 2014 <http://www.suttontrust.com/newsarchive/teachers-back-pay-results/>

Policy Exchange - Top teachers could earn up to £70,000 a year under performance pay system - January 2014 <http://www.policyexchange.org.uk/media-centre/press-releases/category/item/top-teachers-could-earn-up-to-70000-a-year-under-performance-pay-system>

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