



Coundon Court School

We were attracted to iAbacus in the first instance because of the simplicity as a concept. I was looking to move away from a traditional paper based grid format into something that allowed for dynamic change over time, more of a fluid and responsive planning tool as opposed to a one year static paper exercise.

When I ventured into the demonstrations I realised this was not a traditional vehicle, nor a complex, all-consuming product that tried to do everything that would lose staff in its complexity. It was a product that “does what it says on the tin” and in a very accessible, in a thought provoking manner.

I tested out the idea on my Leadership Team of ten as a way of sharing a development planning process and its uptake was instant and positive. We then used it as a collaborative tool both in a group with a large screen TV and also through individual work, online.

The process demonstrated real and immediate impact on collaborative thinking and produced stimulating and challenging discussion. A self-evaluation and development plan followed very quickly. This was in September this year. It has successfully been road tested through an Ofsted inspection in November.

All subject teams have also used the tool to create plans for the year and all have found the collaborative process really valuable. I can also readily access all ten individual team plans at the touch of a mouse.

I am now creating a template for Appraisal and Performance Management where the individual colleague owns and controls the process of initial judgement formation. If it works it will create a dynamic record of feedback, self-reflection evidence to support dialogue on professional development.

“The process demonstrated real and immediate impact on collaborative thinking and produced stimulating and challenging discussion.”

Andrew Clay

Headteacher



Belgrave St. Bartholomew's Academy

We decided to use the iAbacus in the summer term of 2013 to update our School Self Review and Evaluation. The Senior Leadership Team (SLT) were very impressed with the system as it enabled us to make a judgement about ourselves against the Ofsted criteria, provide evidence

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for this and then formulate an action plan to move forward in each of the Key Areas. As a result of using it at SLT level we decided to roll this out to all staff in two ways. All subject leaders have now used the iAbacus to audit their subject and have now formulated their Action Plan for the year using the iAbacus format. This will then be reviewed and updated each term.

The second way we are using the iAbacus is linked to staff Appraisal and Performance Management. All staff, both teaching and support staff, have audited themselves against the relevant standards and this information has then been used to feed into their Performance Management personal target.

“I would definitely recommend the iAbacus to schools as a tool to support school self-review...”

I found the iAbacus to be easy to understand and user friendly as I used it to produce the overall School Improvement Plan. The help and support we have had from the team has been outstanding. They are receptive to suggestions of information that we felt would be beneficial to have and this has been added within days. They have also been very helpful with any queries we have had. I would definitely recommend the iAbacus to schools as a tool to support School Self Review and Evaluation, Action Planning and as a tool for staff to audit themselves against their relevant standards.

Lisa Sarikaya

Principal



Park View School

Self-evaluation at Park View School has been transformed by the use of the iAbacus. Prior to investing in the solution, we monitored and evaluated our school in a number of ways using paper systems that always proved to lack coherence and impact. Review was regular, impact was inconsistent. The iAbacus changed that. Whole school and subject self-evaluation and improvement is now rooted in a system that is not only simple to use but also very visual. It is intuitive and helps to seamlessly join self-evaluation to improvement planning whilst allowing staff at all levels have ownership of performance in the school.

As a school we appreciate that the iAbacus cross references to Ofsted performance criteria allowing us to regulate all aspects of school life. In addition to this in-built structure, the iAbacus is flexible and allows a bespoke addition ensuring self-evaluation and improvement planning matches the heartbeat of the school. Whilst this feature is straight forward to implement, the designers of the iAbacus are always on hand to ensure that your requirements are met and we cannot speak enough about their professionalism and responsiveness to development needs.

“The iAbacus helps to seamlessly join self-evaluation to improvement planning whilst allowing staff at all levels have ownership of performance...”

In the short time we have used iAbacus, we feel we are more aware of the strengths of the school and how we can improve. We also have found that middle leaders are appreciative of a product they find useful and which gives them more time to have an impact in the classroom, a place where we feel they can do their best work.

I genuinely believe in everything I have said and look forward to continuing our work with you in the future.

Andy Finley

Deputy Headteacher



Beatrice Tate School

The unique selling point about iAbacus software is that staff use it! iAbacus focuses attention on what is working well in schools and what can be improved using a concise and intuitive process. Some school improvement software packages, designed to support school planning are too complex, visually unappealing and don't encourage users to think strategically. iAbacus successfully links evaluation and planning by focussing on what can help or hinder improvement and this is an essential part of the planning process to meet improvement priorities that accurately reflect the evaluative summary of the school.

"The unique selling point about the iAbacus is that staff use it!"

iAbacus is a flexible software package with a broad range of applications for teachers, teaching assistants and administrative staff in schools. Abacuses are simple to set up and once the improvement process is understood, users are able to work effectively within a range of improvement areas. This is an important point because a teacher can use the same skillset on iAbacus for both subject planning and performance management. In addition, iAbacus can be shared to promote collaborative work essential to ensure accurate evaluation and effective planning in schools.

"iAbacus works because it is based on an intelligent, proven planning process..."

The support for iAbacus is excellent and includes informative video clips, telephone contact and online support when using the website. In addition, the company engenders a collaborative approach by eliciting users'

views and being responsive to suggestions. This is a significant feature to consider when purchasing new software and prospective purchasers should ignore it at their peril! iAbacus works because it is based on an intelligent, proven planning process and is simple and rewarding to use.

Alan Black

Headteacher



Robin Hood Primary School

Desired Outcomes...

- A new simple and effective self-evaluation process
- All staff to manage their appraisal and make rapid gains in quality of teaching
- Pupil outcomes exceed national expectations

How we did...

- Successfully integrated iAbacus and improved our school practice
- All teachers use iAbacus to provide evidence against the teacher standards and set targets to improve their teaching – thus increasing knowledge of the teacher standard and their own strength and areas for development
- New Self Evaluation process is simple yet robust and identifies easily: where we are, how we know and our actions to improve.
- Evidence from School Improvement Planning feeds directly into Self Evaluation
- The School Improvement Plan is now all written and evaluated using iAbacus
- Reports to governors are succinct, visually compelling and easy for all to understand
- The school Improvement Plan is a working document with all staff involved
- Appraisal Leaders and teachers can collaborate and share, on-line, prior to their face to face meetings.
- Professional dialogue about evidence, targets and actions become the focus of these meetings
- Staff have ownership over their appraisal process and CPD and are therefore proactive in seeking out CPD opportunities.

“When staff lead the appraisal process it has great impact on staff learning and morale!”

John and Dan alongside the iAbacus helped us evaluate our current practice and provision and taught us that keeping it simple and visual is a highly effective approach

When staff lead the appraisal process it has great impact on staff learning and morale!

Andrew Sharpe

Headteacher



Robin Hood Primary School

The iAbacus has been used in school to successfully aid staff in reflecting on the Teacher's Standards as part of the appraisal process. Staff have welcomed the clarity of the process and are able to build up a portfolio throughout the year evidencing how they are meeting appraisal targets.

“Staff have welcomed the clarity of the process”

“The iAbacus is intuitive and reflects very simply the journey we want teachers to plan for themselves...”

The iAbacus is intuitive and reflects very simply the journey we want teachers to plan for themselves in terms of achieving outstanding judgements in all areas of the Teacher's Standards.

The moving of the beads allows staff to reflect on the progress they feel they are making towards targets set and the very simple yet effective area for action planning enables staff to formulate clear plans and steps to aid them in achieving their goals.

This simple application of the iAbacus in planning future actions and how this inextricably links to a constant monitoring and evaluation of progress made is of great benefit. Staff collaborate, sharing the information in their iAbacus portfolio with their appraiser so meetings are purposeful and challenging.

We have also used the iAbacus system to formulate our School Improvement Plan and use it to identify what progress we are making in key areas. Again we make use of the collaboration feature so that leaders at all levels can access and have input into our ever evolving SIP.

The technical support offered by the iAbacus team has been invaluable and is instant! A query is responded to immediately and this personalised approach is an excellent feature.

Nicky Bridges

Deputy Headteacher

TAGS: <primary school> <sef/sip> <subject specific>



Cranberry Academy

The iAbacus was recommended to me by a partner Academy who were using it to write their SEF and action plans. I received a comprehensive demonstration and tutorial from Dan before making my decision to purchase it.

“I really liked the professional report it generated and the fact that it was truly a working document...”

I used it in the first year to write my SEF and school development plan. I found it easy to use especially with the training videos at each step. I really liked the professional report it generated and the fact that it was truly a working document that could be amended as the year progressed.

I had a few queries which were answered promptly by the company. This year I have rolled it out to my subject leaders to use. They like the visual abacus and find it easy to used.

Helen Morris

Principal



Bottesford Infants School

We have been using the iAbacus for a year now. Staff have used the iAbacus to reflect upon their own teaching performance.

The iAbacus makes reference to the Teachers' Standards so my staff now provide evidence for each of these standards to support their appraisals.

The collaboration feature allows the headteacher and colleagues to develop a professional dialogue about their strengths and areas to improve.

The iAbacus has improved our appraisal process as teachers now come to their meeting with a portfolio of evidence and know what Teachers' Standards they would like to improve further.

This appraisal cycle I am looking forward to seeing the progress that teachers have made which will be clearly evident through the beads.

Subject leaders are now beginning to use the iAbacus to evaluate their subjects. This has enabled them to identify strengths and areas to develop in their subject.

"The iAbacus has improved our appraisal process"

Rachel Busby

Headteacher



Grimoldby Primary School

iAbacus takes complexity and immerses it in simplicity. Unarguably the most powerful tool for providing concrete evidence, particularly towards PRP appraisals, yet the concrete never sets. It moves with you wherever you go, it grows whenever you want it to, and it customises to suit an ever-evolving professional.

“The iAbacus takes complexity and immerses it in simplicity.”

“Unarguably the most powerful tool for providing concrete evidence, particularly towards PRP appraisals ...”

The ability to collaborate on any iAbacus is one of my favourite features. I can share what I want, when I want, *if* I want. There's no snooping around my iAbacus from senior management and no unauthorised access.

It's great being able to plot what you're good at and evidence it. But, as

professionals within education, we need to move forwards without losing momentum by dwelling too much on our past. With iAbacus, I am able to evaluate and plan ahead as carefully or as recklessly as I like. I can plot my 'spur of the moment' actions and then tweak them when I settle back down to reality. If I'm desperate, I can grab a tablet and plot mid-lesson, mid-meeting or mid-night. I can plan my action and then action my plan - seeing visible progress along the way.

Being both made and run by humans, iAbacus is approachable. Not only is technical support quick and efficient, but it listens to you too. As a user, your ideas are taken onboard to further enhance the potential of iAbacus - it really is yours for your purposes.

Stuart Spendlow

Teacher



Millennium School Dubai

What first drew my attention to iAbacus was the ease with which we could use it. It was so user friendly and all it took were a few hours to get comfortable with it.



The team at The Millennium School decided to take a free trial as we were looking at easier and innovative ways to get our School's Self-evaluation and School's Development Plan for the Annual Inspection.

The iAbacus team members were extremely co-operative and prompt in addressing all our queries and clearing doubts. They had Skype workshops with us. Most importantly they were always willing to adapt the system to suit it to work for the Dubai schools. From the start we liked iAbacus because it could be tweaked to adapt our need.

The iAbacus spells innovation, is user friendly and can be used as a store house of evidence. It allows evidence to be uploaded in its original format. The iAbacus is created by educators for the 21st century fellow educators. This user friendly technology is a simple solution to self-evaluation and planning in schools.

"This user friendly technology is a simple solution to self-evaluation and planning..."

The iAbacus is well designed as it encourages educators to justify the evidence, reflect on the helping and hindering factors and initiate actions for improvements. The collaborative features help teams to review, strategise and improvise. The on-line help encourages the user to ask questions and clarify doubts. It is visually attractive and promises to take self-judgement to a new level.

Dr Saleem Khan

Headmaster



Harrow Way Community School

I started using the iAbacus model last year. It is without doubt the most straightforward and simple self-evaluation tool and improvement tool I have come across in the last 10 years.

It combines the emotional intelligence required in effective self-evaluation, coaching and mentoring with the rigours of criterion referenced inspection and review.

“... without doubt the most straightforward and simple self-evaluation tool and improvement tool I have come across in the last 10 years.”

“The iAbacus Improvement Model is a delight to use.”

The iAbacus Improvement Model is a delight to use. It is different because it continues past the description of "where we are" through further analysis to the all-important "where we need to be," and "how might we get there", planning and

evaluation stages. This encourages the individual, team or organisation to, not only evaluate performance, but to take action, in order to make progress.

The collaboration feature enables you to invite any of your colleagues to access or contribute to your iAbacus- it's quick, easy and included in your license at no extra charge.

Mike Serridge

Deputy Headteacher