



Les Voyages Extraordinaires #11

IMMERSE · DISCOVER · IMPROVE



QUICK TIP #1

Your Classrooms

You can now download a free learning walk to help you to set the expectations across your classrooms, ready for the new year. This was created by one of our schools and is available from the Files section of our Facebook group.

QUICK TIP #2

Tag and Filter

With our new tagging feature, you can create specific filters to your activities. For example, here you can see an example priority area. Using these over time will enable you to filter the data on the dashboard.

QUICK TIP #3

Moderate Your Learning

Using the photo-capture, we can now remove the need for files of moderated exemplars. Here you can see year 2 writing moderated. This is done whilst performing a book study. Even better when done with an external partner.

4 Whole School Initiatives ★★★★★

Are the whole school initiatives consistently referenced?

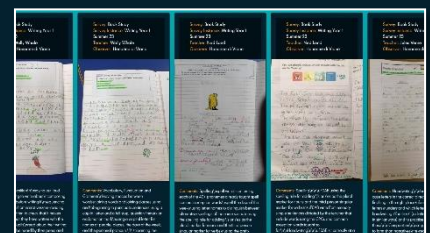
- ☐ Whole school initiatives are not evident within the classroom.
- ☐ Some of the whole school initiatives are evident within the classroom.
- ☐ The whole school initiatives are evident within the classroom.
- ☐ All of the whole school initiatives are presented with care and clarity.

Back Next N/A

Observation Tags:

Writing Year 3

Choose a date



'The goal is not to be perfect by the end, the goal is to be better today.' Simon Sinek



Welcome to the Autumn 23 ENewsletter

We hope that you had a restful summer. As a headteacher, I always found that over the summer, I could easily lose sight of how much our staff loved their job. I would worry a little bit, preparing and thinking about school over the holidays. It was only on that first day back that I was reminded of how much the team has missed each other, the children and the job that they do. The real challenge is then to build on the feelgood and to create sustainable and effective working practices as the year unfolds, which is why we look to make the platform easy to use and the advice and support easily accessible.

In this issue, you'll see how we continue to grow as a company, prioritising your journey. We look forwards to helping you and your team to make good leadership sustainable – so that you can enjoy a productive, confident and rewarding school year.

David, David, Dan, Sophie, Dawn, Adam and Rich.

New Summer Developments

Hashtags

Wherever possible, we want to make sure that we develop the platform so that schools can decide how they would like to use it. With our new tagging feature, you can label your activities with your own tags when you create them. Then you can use these tags across the platform to filter the analysis, reports and feedback.

Tell me more...

Let's say that one of our school priorities is boys writing. When I set up my book study or learning snapshot, I create and use the tags #boys #writing. (I can still add English as the subject and be specific with the title). I then perform the activity with this focus. Afterwards, I can use these two filters on the dashboard. I can then see any featured reports and data analysis. I can also filter in the headlines and the Gallery to see best practice.

Save Time Adding Users

When you add an observer to your team, you can now check a box to say that they can also be observed. Before, this had to be done separately on the 'Observers' and 'manage staff' areas. This will then add this person to both simultaneously. You will then see your teacher appear as an observer and as an 'observable' member of staff.

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Developing Leaders

How to use Nautilus to develop genuine distributed leadership

Whilst schools outline their school improvement priorities for the year, most will also be looking to secure effective and sustainable working practices for their subject leaders. This is something that schools frequently discuss with us as they search to create approaches that can be accurate, insightful as well as labour and time saving. This is an area that we have focused on when developing the platform and also offering school leaders free CPD and support. Here's a few suggestions to help you to use Nautilus to support your subject and aspect leaders to know more, prioritise efficiency and secure confidence.

Setting them up on Nautilus

When you add an observer in the Users area, you can assign them subjects or aspects (SEND, EYFS) as a 'leadership user'. This creates a subject specific dashboard for them.

Create Your Toolkit

We would suggest that each leader has a simple toolkit, using only a few key activities across the year. For the subject leader, we would suggest the Learning Snapshot and Book Study. You could also add a curriculum survey (available free to download).

Capture Best Practice

When heading out into the classrooms, seek to find best practice. You can take photos of this, tag, annotate and share in your Gallery. This also means that you can develop a secure knowledge of expectations. You can use this to promote and articulate.

Frame Your Recommendations

Sharing recommendations can secure improvements when given due consideration. One or two suggestions is enough. If you want to get things just right, you can go back and edit your observation afterwards in the Walks area.

Feedback and Analysis

Use your Workflow to share same-day, informal feedback with your colleagues. This kind of feedback is designed to generate supportive, professional dialogue. You can add actions, revisit priorities and forward a feedback report if you want to. Your dashboard analysis will build as you use your toolkit, with your strategic insights, reports and activities all available in one place.

Gallery

You can now use this to quality assure and promote. Your images and annotations will serve to enable you to talk confidently about standards, with benchmark exemplars to highlight expectations. A good way to evidence outcomes when sharing with inspectors, governors or external partners. Your staff can also access the gallery for inspiration and guidance.

Validate

If you'd like to secure external validation and increase the credibility of you monitoring, work collaboratively. Set up a Book Study (or snapshot), invite in your partner leader from the school down the road, and complete this together. With each leader using a laptop or iPad, you'll create a rock-solid report with combined scores and analysis.



Webinars

For more support, insight and know how, book in for a Nautilus webinar. We'll show you how to do all of this and more. You can view our diary of leadership webinars, learn more and book in by visiting our [community page](#).

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A FRESH START!

Over time, it can be easy for your dashboard to build up. Here's some suggestions that can help you to de-clutter and tidy up your dashboard for the start of the year. You can always download and archive any reports that you may want to keep if you choose to delete any content.

Staff Name	Is Observer?
Charles Grodin	<input type="checkbox"/>  

Remove any old staff.

Click the bin icon in the Users – Observers + Manage Staff tabs.

Remove Any Unwanted Observations

Click the blue 'Open Observation' button in the Walks area – Click and delete any old activities that you no longer need. (Note: when you delete staff, activities or individual observations, any photos associated with these will also be deleted). You can also use the search tool here to find activities.

Create About Review Search Open Observations

Survey Name	Observation Focus	Department Name	Date	Observation Tags
Learning Snapshot	KS2 Writing Autumn 23	English	2023-08-30	<input type="button" value="SEND"/>

Review Edit Observers Clone Complete Delete



Remove data sets from your dashboard by deleting any standalone activities, or all activities that using this framework.

Curate Your Gallery

As standards improve and your team find best practice, remove any photos that do not set the example.

Start fresh, without losing any of your content

Set a date filter from the 1st September on the dashboard to start the year again. But don't worry, your information is simply hidden safely whilst applied so that you can always look back when you choose. Your Gallery will be unaffected.

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EVERYTHING IS GOING TO BE ALRIGHT

The Letter

After 12 years as a head teacher, I took a few minutes to consider some of the most significant realisations and drivers that I'd learned from my experiences. It's amazing how simple this can be when you have the time and head space to reflect. Everything that I have learned can seemingly be condensed and presented in a few humble words. It's not quite so easy to gain clarity when you're immersed in dealing with the everyday challenges that headship can bring. For this reason, I hope that this letter can resonate with the reader, providing an opportunity to make a little sense of what this amazing job is all about.

Dear David,

I know that you will be doing your best to enjoy the freedom, the sunshine and the company of your family, despite the fact that there is an elephant in every room. It's perfectly normal to feel overwhelmed, and so that will be why you are avoiding thinking about school sometimes. This will never really change from now on, but you will get better at managing your thoughts. Please remember that you got this job because of what you have done. Others have high regard not only for your achievements, but for who you are. You know that you're not perfect, but this will be a powerful driver. Remember to revisit and stay true to the things that have placed you in this leadership chair in the first place.

Make strategic decisions based on sound knowledge. Let your ideas percolate. Discuss them with others and then present and articulate them with logic. Spot the quick fixes and gains, but avoid unnecessary change. People don't always find change easy. You will learn this, so read up on it now beforehand. This will often be the subject of the negative bias that you will have to process on your drive home, that can manifest and distort if not skilfully managed. Stay creative with your plans and ideas. Comply with the rules and understand what the DFE and Ofsted expect, before making this fit for you and your team. Try not to do this the other way around despite the noise.

Your relationships with your colleagues cannot be undervalued. Stay true to these people and you will be well supported. When you make decisions, share your rationale and bring others alongside with you on the journey. For the few that may not be convinced, understand their position and listen to what they say.

The same can be said for your families. Be there with them as much as you can. Crane your neck when necessary to say 'good morning' to the reluctant ones. Respectfully laugh and joke with them. Enjoy their company and you will find yourself motivated by the privilege of being able to help them with their loved ones.

Let love guide you. This is a word that is not just for Valentines Day. It will empower you when you think about the children in your care. Know every child's name and always use it with regard and respect.

But please never say 'We're doing it for the children' because it can sound like a strategic, passive-aggressive disclaimer that's hard to argue with. Instead, let it be explicit in absolutely everything that you do.

Headship is all about opportunity. Every relationship, every challenge, every lesson, every decision, every day. Be kind to yourself, stay well and be the headteacher that you want to be.

And finally, never let anyone say that it can't be done.

Kind regards and good luck,

David x

PS

Remember to look up the word 'humility' from time to time, to remind yourself that it's not all about you. Despite being the 'boss', you work for the council just like everyone else.

[Read more like this](#)

[Follow David on Twitter](#)

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Leadership Webinars

Here's our Autumn leadership webinars. For the first time this summer we've been running a series of focused sessions and had a fantastic turn out. Each webinar is presented by our two former headteachers, discussing the challenges and demonstrating critical subject or aspect specific solutions. By clicking on the links below, you can learn more and select your preferred date.

UNDER CONTROL

A walkthrough session

[LEARN MORE](#) · [BOOK](#)

Who? Anyone wanting to revisit and refresh, new users.

A one hour 'how to' workshop with Q&A, walking you through the platform. How to administrate and assign activities as well as a look at some of the new features, hints, tips and tricks.

Super Subject Leaders

'How to capture, quality assure and improve your subject area'

[LEARN MORE](#) · [BOOK](#)

Who? Subject Leaders.

Use Nautilus to strengthen your subject leadership. Learn how to use the subject leader toolkit to perform great collaborative learning walks and book studies for a critical point of knowledge. Use your reports and analysis to evaluate and improve your subject area.

Smarter SEND

'Capturing and evaluating your SEND provision'

[LEARN MORE](#) · [BOOK](#)

Who? SENDcos, ALNcos and/or teaching staff.

A walk-through of the SEND drop-in observation tool. We'll take a look at how we can efficiently and accurately self-evaluate SEND provision and identify critical areas for improvement. Add images to your classroom visits and create your portfolio of good practice in the Gallery area. We will also consider reporting SEND to others and the process of individual feedback for your teachers.

NEW! Connecting Leaders

'Validate and moderate with your internal and external colleagues'

[LEARN MORE](#) · [BOOK](#)

Who? Internal and external leaders and partners.

We know that school leaders value professional partnerships. But how can we ensure that our time together impacts directly on standards in our school? A must see webinar leaders who want to take care of the logistics, get more out of their partnerships, are seeking to validate standards in school.

Why not invite a colleague along to this one?

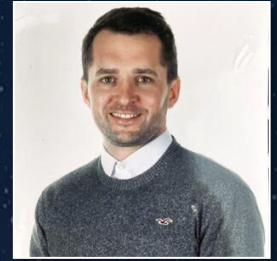
Can't make it? No problem. Registered guests will receive a video recording link following the webinar.



Featured

Luke Wildig

Headteacher, Little Parndon
Primary School



**Q: Tell us a little bit about your school.
What makes it special?**

My new school, which I took over at Easter, is a 2-form entry primary with an EYFS. It is in a deprived area and has faced several challenges over the last few years which has left the school not performing how we would want. However, the staff that we have here and the support we are getting from the trust that we are in, is allowing us to make rapid progression in the right direction.

‘Creating a shared set of values, developing a shared vision for the school and building the foundations for our desired culture was key’

Q: What are your priorities for the forthcoming year?

Our priorities this year are around behaviour and curriculum. Unfortunately, the school has had multiple headteachers over the last few years, which has meant that the school lacked vision, values and its culture had been lost. This has impacted behaviour for pupils and clarity for teachers around curriculum. Therefore, when I joined at Easter, creating a shared set of values, developing a shared vision for the school and building the foundations for our desired culture was key. From this, we have built a new behaviour strategy that aligns and written a new curriculum that we hope will achieve our vision.

Q: This is your second headship using Nautilus, why did you choose to work with us again?

Nautilus has been an amazing tool for collating, sharing and analysing our 'monitoring'. I use that term loosely because as leaders you are continually monitoring what is happening but traditionally this was only formalised through observations; personally, I don't like the formal observation approach as I believe it's not effective and feedback should be continuous, as it is with our children. Therefore, we "capture" what is happening through a weekly focus. For example, our weekly focus might be 'behaviour when moving around the school'; we will either use a template or create our own form in Nautilus, depending on how bespoke we need to be, and we will then assign people to undertake the "capture". Then, as leaders we can review the outcomes and react if required. Using Nautilus in this way has enabled our monitoring to be quicker, more effective and more inclusive; staff feel a part of the monitoring that happens. We use this data continuously throughout the year, it enables us to build a holistic overview of our school. Allowing us to know exactly where we are at and to focus in on the fine details of areas to improve. This worked brilliantly for us at my previous school when we had our Ofsted visit. When questioned about how we knew certain things, we were able to show the inspectors our Nautilus dashboard and discuss how the outcomes had been collated from SLT, teachers, support staff, governors and external support. This showed that not only did we know our school extremely well but also ensured that our staff and governors knew the school extremely well, when they were questioned their responses echoed that of the leadership team. The inspectors commented several times about how Nautilus had enabled the school to have a deep understanding of where we were. In addition to this, it supported the writing of our SEF and therefore SIP. This was also commented on by the inspectors.

‘Using Nautilus in this way has enabled our monitoring to be quicker, more effective and more inclusive; staff feel a part of the monitoring that happens.’

‘The inspectors commented several times about how Nautilus had enabled the school to have a deep understanding of where we were.’

Q: Finally, let's talk leadership. What do you think makes a good school leader?

I am someone who reads a lot around leadership in all industries, so I know that the answer to this question is enormous, but I believe there are a few characteristics that stand out above others. For me, in my experience and with my values, it is someone who is aware that they don't know everything and draws from people who may know more than them (hive mind mentality); someone who listens- truly listens; someone who creates clarity so the group know where they are, where they are going and how they are getting there; someone who is calm; someone who leads by example and someone who thinks about the collective before themselves - what is best for the school, children, staff. With these characteristics, I believe that leaders will create an environment where people want to work, and children want to learn. I hope that my team would say that I show these characteristics! Although I know I can always improve.

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How it started...How it's going! By Deputy Mitchell



When I was a teacher, I used and developed simple technology to capture the learning outcomes from the students I taught, and used Twitter to share them. The results were astonishing! Not only did the standard of the outcomes dramatically rise, the enthusiasm for learning became infectious.

Why? Because the learning suddenly became real to my students, and it mattered. We moved from writing in books (which we called the hospice for writing) to allowing others to read, comment and feedback on on pupil blogs.

For the last 10 years, I have been lucky enough to be working with schools all over the world supporting the same move from a culture of apathy, to a culture of excitement, by taking something dull and mundane and using it in a way that became purposeful. I am a HUGE fan of this approach to learning.

When I came across Nautilus, we instantly clicked! Nautilus takes something dull and mundane (data and evidence) and make it purposeful and relevant. Exactly the same as my philosophy for learning outcomes. I needed no convincing to join the team at Nautilus as I saw it, got it and wanted to be a part of it within a timeframe of around 20 minutes.

I am now 5 months on, I still have time to work on my projects, but I also now have the pleasure of helping schools move from old dusty subject leader files, printing pictures of learning outcomes and filing them in files no one will ever see - to capturing teaching and learning outcomes in one place, so that it can be used and shared by everyone. What's not to like about that?

In the last 5 months, I have been to Kenya, Dubai and China supporting their transition to a better way of doing things. I have worked with Primary Schools, Secondary Schools, Multi-Academy Trusts, CEOs and the amazing team at Nautilus. The entire team have exceptional skills and knowledge and together, near on 100 years of experience in the education sector.

I am really looking forward now to the new academic year and continuing the work we have started. Supporting schools as they transition from dusty old files, to a leadership and management platform that I think is a game changer.

[Watch](#) 'Deputy' Mitchell's **TED** talk



'Around the Moon' Adventures in School Leadership

If you don't yet know about our school leadership community, you could be missing on some great free learning walks, book studies and surveys. This is a space to connect with leaders, share ideas and collaborate.

Sharing content Not so long ago we added a feature that enabled leaders to create content and then to share this. The import and export feature is a great way to roll out your learning walks, drop-ins, book studies and other activities across school settings. It's also designed to promote collaboration, so that you can get more from your subscription. We're delighted to share a learning walk with you that was created by headteacher Claire Jones. This is a learning walk focusing on setting up classrooms and establishing the expectations in school. It's a common one that schools do. You can now download this and add it to your portfolio in seconds. Now available [here](#) in our community **Files** area.

[Join the community](#) and get more from your Nautilus platform.
head for the 'Files' section, download and import directly into your platform.