



Educ8

Education Delivered with Utmost Care

Educ8 (Luton) Ltd

(Hereinafter referred to as "Educ8")

A bespoke 1:1 tuition service, where the education delivered is tailored to meet the exact requirements of the student involved.

MONITORING, EVALUATION AND PERFORMANCE MANAGEMENT POLICY

Rationale

We are committed to raising standards, establishing high expectations, and promoting effective teaching and learning. Central to achieving this aim is the involvement of all tutors in the process of monitoring and evaluating learner performance and organisational performance, with a particular focus on teaching and learning, organisational aims, and how we are achieving them.

Monitoring and evaluation are viewed as a shared endeavour, making maximum use of existing information, collecting only what is necessary and valuable, and celebrating and sharing progress and success. Our monitoring and evaluation procedures provide insight into strengths and areas for development, ensuring the delivery of a relevant curriculum that has a positive impact and supports continuous improvement for both tutors and learners.

Performance review and professional development reflect a shared commitment to high standards and continuous improvement. It helps to focus attention on effective teaching and learning, raising the quality of provision to benefit tutors, learners, and the organisation. It includes appropriate training and development to ensure professional competence, job satisfaction, and ongoing professional growth.

Monitoring activity also supports safeguarding by enabling the early identification of concerns relating to attendance, progress, wellbeing, and engagement.

Aims

We believe that effective monitoring, evaluation, and performance review will:

- Ensure that every learner makes appropriate progress and is suitably challenged
- Improve tutor morale, performance, and professional practice
- Provide opportunities to celebrate and build on organisational success
- Promote high-quality teaching and learning throughout the organisation
- Contribute to an open culture of professional reflection and discussion
- Ensure consistency of agreed practice across the organisation
- Identify resources and support required by tutors
- Support self-evaluation and judgements on the impact of teaching on learner outcomes
- Support entitlement to relevant professional development
- Identify, recognise, and promote good practice
- Support staff requiring additional guidance or development
- Respect and enhance the professionalism and expertise of all tutors



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Practice

We are an organisation where all tutors support each other. Our shared objective is that all learners achieve and reach their full potential, both socially and academically. This is achieved through effective communication, professional trust, and mutual support.

As professionals, we all have strengths which we share to support collective improvement. We also recognise that all practitioners benefit from ongoing reflection and development. By working collaboratively, we support continuous improvement across the organisation.

We will share good practice and teaching resources, which will be available to tutors via a secure online system. This will continue to be developed as the organisation grows. Regular CPD (including INSET where appropriate) will be provided, and meetings will support the sharing of practice, ideas, and development needs.

All monitoring records are stored securely in line with UK GDPR and are only accessible to authorised staff for the purposes of quality assurance, safeguarding, and service improvement.

Monitoring of tutor and learner progress

The criteria used for monitoring include:

- Tutor records and evaluation documentation
- Assessment and evaluation of learner work
- Quality of learner progress and outcomes
- Feedback from schools, commissioners, and parents/carers
- Learner feedback and self-evaluation where appropriate
- Tutor objectives for learning
- Use and impact of independent learning tasks (where applicable)
- Learner achievement and progress data
- Behaviour, engagement, and attendance trends
- Professional discussions with tutors
- Observation, review, and reflective practice
- CPD engagement and implementation of training

Monitoring is undertaken on an ongoing basis and reviewed formally through scheduled quality assurance processes.



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References

- Teacher Standards (DfE, 2011)
- Education Inspection Framework (Ofsted EIF)
- Keeping Children Safe in Education (KCSIE) 2024
- Children Act 1989 / 2004
- UK GDPR and Data Protection Act 2018

Review

N K Jones
September 2026

Review Date
September 2027