

Mirror, Mirror:

Why self assessment is a reflection of your organisation's culture

with Lou Doyle

mesma 



Practicing what we preach

Why self-reflection matters...

- Deepen understanding, comprehension and retention
- Enhance ability to regulate own learning
- Develop critical thinking and problem-solving skills
- Instils continuous improvement habits outside of formal education/training

Why giving feedback matters...

- Very high impact for very low cost based on extensive evidence
- Aims to (and be capable of producing) improvement in someone's learning.
- Redirects or refocuses actions to achieve a goal. Aligns effort and activity with an outcome.

Adapted from EEF

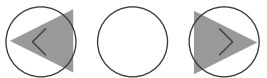
No surprises.

**Self assessing
brilliantly...**

Process

Mindset

Culture



**Choices +
Actions =
Behaviours**

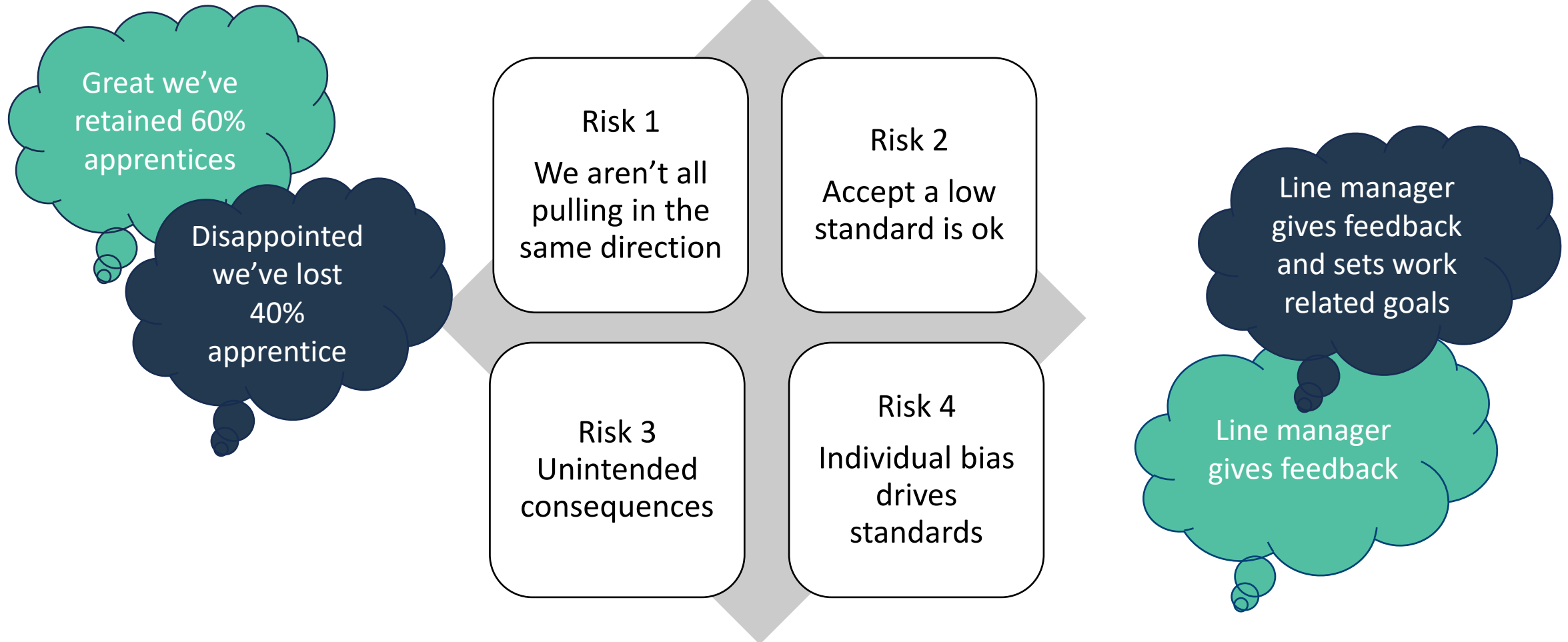
**Behaviours =
Culture**



Creating a 'quality first' culture

- Clear organisational goals and relevant metrics
- Commitment and support for continuous improvement
- Whole organisation model of improvement
- Psychological safe space to feedback and experiment
- Strip back on bloated decision-making bureaucracy
- Recognise and celebrate improvement
- Invest in a learning organisation
- Seek to understand before seeking to evaluate
- Form a clear understanding of what 'good' looks like

What does good look like? (and does it matter if we don't know)



Creating mini visions and guides



“We give feedback to learners, employers and our own colleagues to help them learn and grow. We achieve this by making sure the feedback we give is specific, timely, honest, and supports them to redirect or refocus their actions. We instil the importance of both verbal and written feedback. If someone is unable to act on feedback, we avoid giving it, as this is unhelpful.”

Perhaps something like this?

“Our SAR process shows who we are and what we stand for. It is designed to encourage self-reflection and an opportunity for feedback. Our reflection is based on a shared understanding of what ‘good’ looks like to everyone in all roles. It helps us to be clear on our strengths, problems to solve, and prioritise improvement activities in the year ahead, as not all issues are equal. Leaders own the outcomes and support people to make decisions that drive improvement.

We use the process to celebrate success and share good practice.

We aim for our inspection judgments to match our SAR or improve upon it if we identify significant room for improvement.”

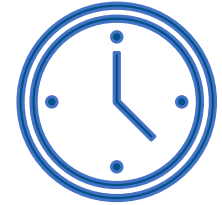
Quality assurance is a feature of great governance



Self assessment is evidence-based storytelling

What is it like to be a learner with us?

98% Achievement
5/10 Poor
55% Inconsistent
25% Excellent
8/10 Safe
Progress
Not sure



Brilliant, collaborative self assessment starts with preparation and approach.

Put it into practice

Scan to watch "Self Assessing Brilliantly" using code **GMLPN1**

- Bonus specialist resources
- Invitation to free Mesma SAR and QIP showcase
- Invitation to join Quality and Compliance WhatsApp group

Or email evan@mesma.co.uk



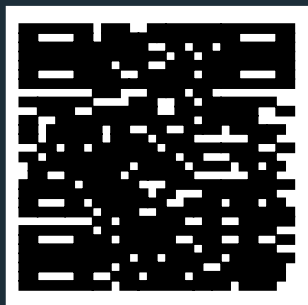
Find the code on the leaflets

Honouring the
outstanding
contributions
made by quality
and compliance
professionals in
further
education and
employability



GET READY

#QPA25



THE QUALITY
PROFESSIONALS
AWARDS

Further Education and Employability

Thank you!