



The De Montfort School

Measuring the Impact of the Careers Programme

- The school is using the 'Compass evaluation tool' to assess ongoing progress in relation to the eight Gatsby Benchmarks.
- The school has a 'Careers Plan' in place to track progress in relation to this year's priorities and the eight Gatsby Benchmarks.
- The 'Careers Plan' is reviewed termly.

We will evaluate the effectiveness of the careers programme each year by:

1. Reviewing the objectives of the programme with a focus on outcomes for learners & assessing if the objectives have been met
2. Focusing on the delivery of the programme and evidence of impact on pupils
3. Using feedback to adapt the programme to continuously improve and meet the objectives.

The evaluation process involves looking at a range of evidence such as:

- attainment
- progress
- options pathways
- destinations data
- feedback from students e.g. their understanding of different careers and pathways

Feedback from stakeholders includes:

- parents/carers
- teachers
- governors
- enterprise advisers
- employers, training providers, universities

An outline of the evaluation schedule is as follows:

Are we making the best use of the resources we have allocated for careers work? (Termly)

- The effectiveness of different interventions, e.g. small group work, drop-in sessions, interviews, presentations.etc.

Are we optimising students' learning from the careers programme? (Oct/July)

- Evaluation of PHSE careers related sessions
- The learning outcomes achieved at the end of KS3 & KS4

How well are students succeeding in taking the next steps in their education, training or employment that is 'right for them'? (March/Nov)

- The effectiveness of the options process
- The destinations achieved at the end of KS4