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Mrs Judith Lloyd-Williams
Headteacher
Osmaston Primary School
Addison Road
DE24 8FH

Dear Mrs Lloyd-Williams

Requires improvement: monitoring inspection visit to Osmaston Primary School

Following my visit to your school on 20 September 2013, I write on behalf of Her Majesty's Chief Inspector of Education, Children's Services and Skills to report the findings of my visit. Thank you for the help you gave me and for the time you made available to discuss the actions you are taking to improve the school since the most recent section 5 inspection.

The visit was the first monitoring inspection since the school was judged to require improvement following the section 5 inspection in June 2013. It was carried out under section 8 of the Education Act 2005.

Senior leaders and governors are not taking effective action to tackle the areas requiring improvement identified at the last section 5 inspection and plans are not sharply focused on rapidly bringing about improvement. The school should take immediate action to:

- reach a whole school agreement on what constitutes good teaching so that teachers, school leaders and governors are quite clear about what is expected
- strengthen the school improvement plan so that it is sharply focused on the actions necessary to get to good
- make it quite clear to senior leaders that it is their responsibility to strengthen teaching and learning and that they will be held to account for their performance
- complete the external review of governance with urgency so that governors are better equipped to support and challenge senior leaders on the journey to good
- gain a better understanding of the reasons for absence and the numbers of pupils involved so that it is easier to check the impact of the planned strategies to improve attendance.

Evidence

During the visit, meetings were held with you, a deputy headteacher, a representative of the local authority and members of the governing body to discuss the action taken since the last inspection. I evaluated the school improvement plan, examined assessment information and visited eight classes in the school to observe the teaching and learning.

Main findings

The school leaders and governors have not addressed the areas for improvement with sufficient rigour. For example, the improvement plan is too long. It does not sharply focus on the key actions and success criteria that will get the school to good. School leaders and governors are carrying out monitoring activities, but they are not necessarily focused on the most important priorities to improve the teaching where it is most needed.

The school has promoted the national Teacher' Standards, but it appears that a group of teachers do not understand what constitutes good teaching and learning. Teaching which I observed was weak. Lessons lacked challenge and all pupils were doing the same work regardless of ability. In each class, teachers were supported by two or three adults. However, they were not utilised well enough and often spent their time sitting and listening when the teacher was talking. This shows that since the inspection, the work carried out by leaders to check and improve the quality of teaching has had too little impact on the teachers who most need to improve.

The school action plan does not make it clear enough to leaders what is expected of them when they are managing the performance of colleagues to improve their teaching and learning. This makes it difficult for governors and the headteacher to hold them to account if they are ineffective.

Governors have yet to embark on the planned external review. This is critical to equip them with the necessary knowledge and skills to oversee the strategic development of the school effectively. Governors and leaders have taken useful steps to improve attendance and the planned extension to the breakfast club is a positive initiative. However, they have a limited understanding of the reasons for absence and the numbers involved which means that it will be difficult to check if the new initiatives are having the desired impact on improving pupils' attendance.

Ofsted may carry out further visits and, where necessary, provide further support and challenge to the school until its next section 5 inspection.

External support

The school has had the support of the local authority and a local school over the last year to improve teaching. However, it is apparent that the action taken since the

inspection has had limited impact on teaching and the effectiveness of leaders and governors.

I am copying this letter to the Chair of the Governing Body and the Director of Children's Services for Derby City.

Yours sincerely

Tim Bristow

Her Majesty's Inspector