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Dr S Robinson
Headteacher
Cherry Orchard Primary School
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B20 2LB

Dear Dr Robinson

Ofsted 2008-09 survey inspection programme: good practice in the development of leadership skills and effectiveness

Thank you for your hospitality and co-operation, and that of your staff, during my visit on 1 June 2009 to look at the work that you are doing to develop and sustain high quality leadership in your school and in one of your partner schools.

The visit provided valuable information which will contribute to our national evaluation and reporting. Published reports are likely to list the names of the contributing institutions but individual institutions will not be identified in the main text without their consent.

The evidence included: lesson observations, scrutiny of selected pieces of documentation, and meetings with you, senior leaders, middle leaders, chair of governors, business manager and groups of pupils. In addition, evidence was also used from my visit on 2 June to one of your former partner schools.

Features of good practice

- The school's work to develop the skills and effectiveness of leaders is outstanding. You have successfully created a common vision based upon a belief that the key to school improvement is the effective distribution of leadership and the development of leaders at all levels.
- Teamwork and support are strengths of the school.
- High levels of trust, empowerment, challenge and expectation underpin all aspects of leadership development.
- The system for staff's continuous professional development is of high quality. There are clear pathways and regular opportunities for all staff to develop their leadership skills with external providers and the school's own programme for staff development.

- You lead by example. Staff say that you are an excellent role model and display high quality leadership skills.
- The achievement and well-being of all pupils are firmly at the centre of all decisions made and actions taken.
- The school has made a very effective contribution to the development of leadership in other schools.

Area for development

- continue to develop the skills of all leaders in line with recent leadership reorganisation and changes to the national agenda.

I hope these observations are useful as you continue to develop your work in this area.

As I explained previously, a copy of this letter will be sent to your local authority and will be published on Ofsted's website. It will also be available to the team for your next institutional inspection.

Yours sincerely

Roy Bowers
Her Majesty's Inspector