

# Evaluating the effectiveness of Career Related Learning in School: A Guide for the Senior Leadership Team

**Career Related Learning (CRL) in primary school is about sowing the seeds of ambition and broadening the horizons of children from the earliest possible age.**

Primary Schools implement CRL in many ways depending upon what suits their school community. For some schools it may be easier to evaluate CRL in line with other monitoring tools used within school such as book scrutiny, classroom visits, learning walks or planning moderations. However, the following template may prove useful to frame discussions with SLT so they can evaluate the effectiveness of CRL within school.

From these conversations a summary could be created and shared with governors.

## Intention

- What is the key aim of CRL in School?
- What are the learning outcomes for each Key Stage?

## Impact

- Can our pupils articulate their aspirations?
- Are there any themes, issues or changes to aspirations overall within schools?
- How are vulnerable/disadvantaged pupils engaging compared to others?

## Delivery

- Which aspects of CRL programme were delivered as intended?
- What aspects of CRL were not delivered and why?
- From feedback of stakeholders such as parents, pupils and employers what has worked well? Would we do it again?
- From feedback of stakeholder such as parents, pupils and employers what hasn't been as successful?
- Can we change this to make it more successful next time or do we need to remove it from our programme?
- Did we demonstrate a broad range of employers and employee role models to pupils? What sort of examples?
- Based on the aspirations of our pupils, do we need to specifically include anything into our programme next year?
- Have staff took part in any CPD related to CRL?
- Do staff have access to resources and materials?

## Review

- Have we set the right aim for CRL?
- Have we set the right learning objectives for each Key Phase? Are they providing progression?
- Are there any key sectors/employers to target for our CRL programme?
- What aspects of CRL should be repeated next year?
- What aspects of CRL should we change for next year?
- How will our CRL be shared with governors, SLT, parents/carers, partners and employers?