

# The RED System Overview – in brief

---

Education providers should not have a ‘lesson observation system’. Instead, they should establish a culture that helps and supports teachers to continually improve their impact on learning.

Where providers focus on the process of being observed, they can bruise and demotivate staff. Where the focus is on a whole-organisational culture of research and learning, staff *motivation* becomes central. Within The RED System, everyone can enjoy investing in the journey forward, reaping the benefits of high-performing learners and an easier work load.

## The RED System

‘RED’ stands for *Research into Education, and Development*, and has three main phases:

- Preparation: The need for change: training for staff (*What is impact?*)
- Phase 1: Creative Learning Teams (*Communities of practice*)
  - The Creative Learning Team day (*Practising observing for impact*)
  - The research lesson (*Researching new ideas*)
  - The RED LISD (*Sharing effective practice*)
- Phase 2: Focused learning projects (*Addressing common issues across a curriculum area*)
- Phase 3: Celebration of new teaching strategies and learning impact
- The RED System review (*an evaluation of the process*)

Teachers will be able to:

- identify positive, negative, missing and unintended impact on learning
- set out the outstanding level of impact they intend to have on learners
- ensure all learners exceed expectations by differentiating the support needed to enable all learners to achieve high grades rather than differentiating, and so lowering, expectations
- be education researchers, exploring and experimenting with a range of teaching strategies
- judge the success of their experiments by evaluating the actual learning impact against the intended.

As a result of these impacts on teachers, every learner should:

- find all lessons unmissable
- progress from their individual starting points (A) to appropriately individual and challenging end points (B) in every lesson
- become expert/independent learners
- be inspired to study and explore their subject between lessons

Full details of The RED System can be found in *The RED System Overview – in full*.