



TITLE: November Survey Update & Next Steps

Dear Parents and Carers

Thank you for taking the time to fill out the survey that was sent out to you all on the 26th October 2020. This email is designed to update you on what we've done with the survey data to date and to outline what we plan to do in the coming weeks and months.

Firstly, we feel it important to acknowledge that as an organisation we need to try a good deal harder to improve how we communicate and engage with you as parents, particularly in relation to feedback and improvements. As evidence of this commitment we have moved swiftly to make a new appoint to our central team to lead on organisational culture (Gopinath Bloch – [read his bio here](#)) whose main focus will be on helping us design, develop and implement a continuous improvement process. Gopinath is currently working with the Trust's Senior Leadership Team to design an engaging process to support our learning as an organisation so we can grow into the very ideals we work every day towards for your children. Below is an overview of what we have so far.

The survey closed on November 6th 2020, and we immediately got to work on the statistics collected from parents, students and staff. In total, we've had 1,059 parents, 2,533 students, and 420 staff respond to the survey. Each survey had different questions, requesting feedback and insights on the unique experiences and feedback from each group. The students had a total of 20 question, parents had 18, and staff had 49 questions (which included a large range of internal queries).

Alongside the statistical information, responses from the open-ended questions totalled 6,922 (1,275 parent/carer, 5,154 student and 493 staff). We are currently reviewing each comment from each parent, student, and staff member to ensure we have a complete understanding of what was shared. Once all the information is ready to be disseminated, we will use the following process to host conversations to empower change throughout our organization.

| Step | Timing |
|--|--|
| Each of AST's ten school Senior Leadership Teams will meet to discuss how to integrate the school improvement process within each school – with the urgency to tackle important issues while setting up a sustainable process. | Completed by February 5 th 2021 |
| Each school will explore forming an 'Engagement Team' that is headed by a senior leader and is composed of representatives of parents, students, and staff. The role of this team will be support hosting, designing, and ensuring each improvement conversation is practical, meaningful, and timely. | Formed and confirmed by February 22 nd 2021 |
| Each 'Engagement Team' will have the support of the Organisational Culture Lead to design interactive 'Townhall' gatherings. These gatherings will be uniquely designed to bring | By March 5 th 2021 |



| | |
|--|--|
| together students, parents, and staff to review the data collected and prioritize the needs of all. | |
| Immediate Needs 'Townhall': Recognizing that the data was collected in November 2020, we want to clarify what is still valid, what needs adjustment, what is a priority for you, and what else might be new given all the changes that have happened in the past few months. During this 'Townhall', we will review the information and explore the collective focus/priorities. | Between March 8 th and March 22 nd 2021 (Date and time to be confirmed by your school's Engagement Team) |

Thank you for taking the time to read this through. Your voice, your input, and your influence are important to us and we would value for your participation in this process. We believe that a better future exists for us all if we help each other become well-rounded human beings through our intellectual, moral, and spiritual growth.

Kind Regards,
Nitesh