

Perfecting self-assessment writing – Symptom analysis

1. Claim a row in the wiki by typing your initials in column 2.
2. Add the adverse 'symptom' you would like to explore to column 3.
3. Through discussion, use the 'Five Whys' to identify your best hypothesis for the root-cause issue – you must own this issue.

#	In'	Add the adverse 'symptom' you would like to explore	Root-cause issue (Owned by you)
Ex1	TD	Poor punctuality	Predictable and missable lesson openings. Learners are not sufficiently orientated for the lesson and so lack the engagement necessary to participate wholeheartedly.
Ex2	TD	Poor high-grade achievement	Insufficient development of learners' vocational and evaluative vocabularies and their ability to use these to express a coherent, evidence-based opinion.

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2	TB LB LC MC	Lack of understanding	We need a full impactful initial assessment and induction in order to identify learners levels, needs and working ability
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4	LD, DH, CS	Improve baseline assessment processes for all learners	Insufficient learner preparation for Initial/baseline assessments. Why Lack of learner preparation for the baseline test. Learners not always aware of the reasons behind the initial assessments. Why Improve learner's understanding around the assessment process. Why Explain the process at the interview and then schedule the Initial assessment. Why Try to avoid actions at this stage. What's your leading hypothesis about the root-cause issue?
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5	TP, CB, DK	Learners - lack of understanding	Why: Learners not at the right level for starting points Why: Not robust initial/baseline assessment Why: Too generalised Why: Tutors fail to grasp importance/involvement/accountability Why: Training needed from leadership/curriculum team
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			Problem: Learners not at the right starting level due to ineffective baseline assessments Why: Introduce standardised, high-quality baseline assessment tools. Why: Develop subject-specific and personalised assessment methods. Why: Train tutors on the purpose and impact of baseline assessments. Why: Strengthen tutor accountability and monitoring processes. Why: Implement regular leadership-led professional development. Take care: just issues still, rather than actions Is it: Insufficient understanding of leadership/curriculum team for the impact of unprepared initial assessment on learners' engagement with the process?
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6	SWn, SMn, CBt	Improve attendance esp E&M for POS	Why: Poor prior experience of M&E in school Why: Contextual issues outside of college Why: Are these struggles not resolved early? Why: Might motivation or confidence be low? Why are they frequently absent? Why are early indicators not consistently addressed? Try rephrasing these as: Question (So why's that then?) then the answer, the hypothesis.
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