

Les Voyages Extraordinaires #20

Observe better, lead stronger.



TIP #1

Voyage

In the top right corner, you'll see the 'Voyage' button. Click here for a walkthrough guide, with short, powerful activities and quick dividends. Great for any new users.



TIP #2

Following Your Lesson Visit

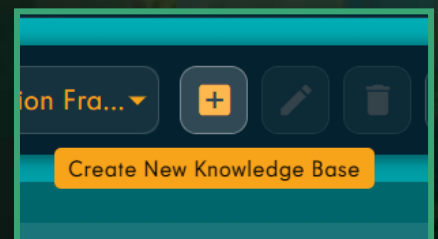
Following your lesson visit or book study, you then have a few choices. Click the 360 to submit for appraisal, view, edit or email the feedback report directly to your colleague to remove admin.



TIP #3

Add Your Priorities

Why not add your school improvement plans to your Knowledge Base? Had your priorities with success criteria and the create reports using the insights on your dashboard.



'Listen with curiosity. Speak with honesty. Act with integrity'



Welcome to the Autumn 26 Nautilus Newsletter



Dear School Leader,

I hope that you are well. No doubt the summer already feels like a distant memory with everything that you have achieved so far this year. I am always amazed at how quickly children settle, build their relationships and establish routines, especially the youngest ones who are brand new to school life. When we step back and notice these big things, it is a reminder of just how well organised schools are and how impressive your staff continue to be.

In this issue, as always, we have gathered a few timely solutions. Appraisals, onboarding new staff, parent views and other practical approaches that can help you secure sustainable, healthy and effective leadership. These things can be hard to hold onto once the year gets going, so I hope you find ideas here that genuinely support your wider self evaluation and improvement journey. You will also find a set of live sessions you can use with your team to help them contribute meaningfully to your school's development.

We have an article from our recent trip to BETT Asia. It was a profound experience, partly because it is not the kind of thing I am used to. Working in schools for thirty years, mostly in disadvantaged communities, offers very little glamour. As much as that remains my natural environment, travelling to Kuala Lumpur was enlightening. Not just the place, but the people.

My biggest takeaway is the need for care as we begin to integrate AI into our schools. Not from a security perspective, but from a pedagogical one. It is easy to see how AI could be perceived as a solution for everything, with teachers adopting new habits quickly and slowly becoming deskilled. There is real potential for collateral damage if we do not navigate this carefully, strike a balance and stay true to the most important resource a school has: the teacher.

Wishing you a settled and happy Autumn term
David and the Nautilus team.

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Nautilus 360°

Integrate your appraisals with the work you already do

Traditional appraisals often condense an entire year of dedicated teaching into a high-pressure, end-of-year paperwork burden. This "book-ending" approach creates unnecessary friction and fails to capture each contribution. Nautilus 360° transforms performance management into a live process of professional development that integrates seamlessly into the work you already do.

Aligned, Efficient, and Integrated Professional Development

Rather than rushing to assemble evidence at the end of the academic year, Nautilus 360° allows teachers to maintain a live digital portfolio as work unfolds naturally:

- **Capture Every Contribution:** Submit lesson visits, book studies, peer reviews, and other key contributions directly to your online portfolio throughout the term.
- **Continuous Recognition:** Peers and leaders can easily log monitoring activities and issue instant commendations, ensuring every contribution across your team is acknowledged and celebrated in real time.
- **Real-Time Guidance:** Advisors gain ongoing visibility into shared content, enabling them to provide clear recommendations, continuous support, and actionable next steps without waiting for formal review windows.
- **Streamlined Reporting:** Eliminate tedious report writing at year's end. Generate comprehensive summary reports with integrated AI assistance that synthesizes your practice and achievements accurately.

Your CPD should be aligned with the work that you do. Set your objectives and then add and lesson visits, observations, book studies, leadership plans and other documents to your folder. Add comments and thoughts as the year unfolds. Conclude with your evaluation, generating your AI summary report for the year.

Video Content



AI Powered School Leadership

Using AI to reduce workload and increase impact.

★ FEATURED HIGHLIGHTS

Effective Questioning Enhances Learning Engagement

4.0

Skilled questioning techniques deepen pupils' understanding and actively engage them, promoting critical thinking and participation throughout lessons.

"Your skilled and careful questioning effectively deepens pupils' understanding and actively engages them in learning, significantly enhancing their critical thinking and participation throughout the session."

"Your use of a range of well-prepared questions effectively extends learning and secures pupil understanding. The thoughtful variety engages pupils and encourages deeper thinking, demonstrating strong planning and purposeful questioning throughout the session."

Exemplary Feedback Supports Pupil Progress

4.0

Clear and timely feedback consistently guides pupils' learning, helping them understand improvement areas and enhancing their knowledge and skills.

"Your use of feedback is exemplary, consistently providing clear, precise, and timely guidance that effectively supports pupils' learning and progress. Pupils clearly understand how to improve, demonstrating that your feedback is both meaningful and impactful in enhancing their knowledge and skills."

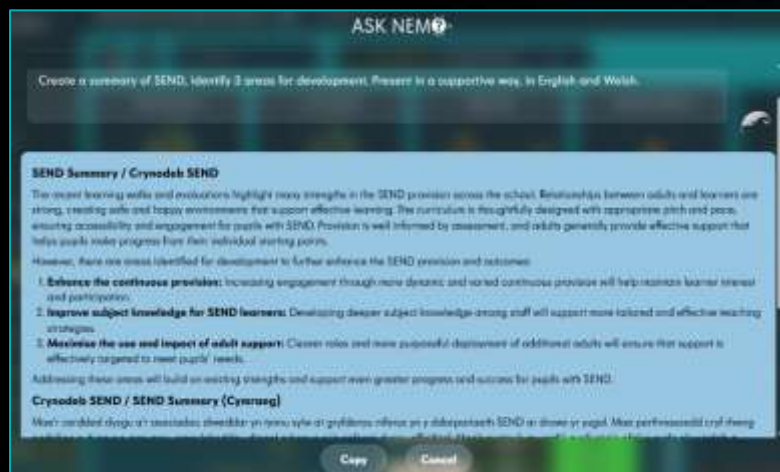
Pupils Excel in Independent Learning Skills

4.0

Pupils demonstrate effective self- and peer-assessment skills, fostering deep understanding and ownership of their learning.

"Your pupils demonstrate highly effective self- and peer-assessment skills, confidently reflecting on their own work and providing constructive feedback to others. This excellent practice fosters deep understanding and supports their progress, showing clear ownership of their learning throughout the lesson."

As AI becomes an integral part of school leadership, Nautilus carefully implements AI designed with a clear purpose: to supercharge the work of leadership teams, not to deskill, replace, or offer shortcut solutions. Every AI tool across the platform has been built specifically to access and interpret your existing insights, enhancing and leveraging every contribution throughout the year. AI works behind the scenes to save you time, identifying and discovering. If we can build a database of insights from all of our monitoring, we can then use the AI to learn more, identify areas for development as well as adapting the style for audience. Up until now, school leaders have worked hard to report observations and monitoring, without creating a clear strategic picture. Any data is usually a raft of PDF's and drop-down filters, left to analysis and interpretation.



Use Nemo on your dashboard to delve deeper into your insights. Learn more about your strongest areas and areas for development.

Pro tip: Check in every half term to see the insights presented. Find your development areas and share them with your team. Report to governors and create focus lines of enquiry for the following half term.

Crucially, the platform maintains a consistently supportive and collaborative tone. It is not the job of AI to provide rigid recommendations, issue top-down directives, or pass judgment on teaching practice. Instead, the AI operates as an encouraging, constructive partner that remains deeply sensitive to the unique context of your school and the dedicated work of your teachers.

3 Personalised learning

How effectively is the learning adapted for individual access and progress?

☐ **Prioritise.** Priority area

☐ **Develop.** Area for development

☒ **Effective.** The learning is effectively adapted for pupils with SEND

☐ **Highly Effective.** Perceptive adjustments secure positive outcomes for pupils with SEND

Comments ☐ Commentation ☐ Next Steps

You know the children well and adapt learning effectively to meet their individual needs. This is reflected clearly in the positive outcomes pupils achieve, demonstrating your strong understanding of how to support their access and progress consistently.

5.5.4.2025 - Pharmacy

For example, Nemo, your platform dashboard assistant, presents "Areas for Consideration" derived from your content, carefully avoiding prescriptive terms like "Areas for Improvement" or rigid targets. Because you and your team know your context best, Nemo serves up thoughtful perspectives and constructive ideas, leaving any decision making firmly in your hands.

Inclusion

Jules Verne Learning Academy

Analyse the provided data focusing on: Inclusion

The analysis of classroom observations and evaluations at Jules Verne Learning Academy reveals a strong commitment to fostering an inclusive environment for all pupils, particularly those facing barriers to learning and well-being. The data indicates that leaders and staff are effectively identifying and supporting disadvantaged pupils, including those eligible for pupil premium and those with special educational needs and disabilities (SEND). Observations highlight that teachers are utilising adaptive strategies to engage all learners, with comments such as, "Some very insightful interactions to engage specific pupils with SEND. Inclusion" and "A great example of a puppet made in DT by Katelyn. Good design, choice of colours with a running stitch," showcasing personalised approaches to learning that cater to individual needs.

Furthermore, the school promotes a culture of high expectations, as evidenced by the consistent feedback from pupils who express feeling safe and supported. For instance, one pupil noted, "Pupils describe your classroom as calm and well-managed, with a strong sense of fairness and support." This reflects the school's focus on creating an inclusive atmosphere where every child is encouraged to thrive.

However, there are areas that require attention, particularly in ensuring that strategies for supporting pupils with additional needs are consistently effective across all settings. Some observations indicate that while support is present, its impact varies, with recommendations to strengthen the use of visual scaffolds and pre-teaching strategies to enhance engagement for vulnerable learners.

Key Findings: The data strongly correlates with the theme of inclusion, demonstrating effective practices in identifying and supporting disadvantaged pupils and those with SEND. The school is fostering an inclusive culture, but there is a need for more consistent implementation of strategies across all classrooms.

Areas of Effectiveness:

- Strong identification and support for disadvantaged pupils and those with SEND.
- High expectations for all pupils, promoting a culture of achievement.
- Effective use of adaptive teaching strategies to engage diverse learners.
- Positive feedback from pupils regarding their sense of safety and support.

Examples of Effectiveness:

- "Some very insightful interactions to engage specific pupils with SEND. Inclusion" Learning Snapshot
- "Pupils describe your classroom as calm and well-managed, with a strong sense of fairness and support." Behaviour, Inclusion and Personal Development Learning Snapshot
- "A great example of a puppet made in DT by Katelyn. Good design, choice of colours with a running stitch." Gallery design and technology

Areas for Consideration:

- Inconsistent impact of support strategies for pupils with additional needs.
- Need for clearer tracking and monitoring of progress for vulnerable learners.
- Variability in the effectiveness of adaptive strategies across different classrooms.

Examples for Consideration:

- "Support for pupils with additional needs is emerging, but engagement and progress remain inconsistent." Behaviour, Inclusion and Personal Development Learning Snapshot
- "While some strategies are in place, they're not yet fully embedded or reliably effective." BPD October 2025 Maths

nautilus

Generated by Nautilus AI Analysis on 20/12/2025

Head to the KBase and create a self-evaluation report. Use it to inform your improvements and to share headlines with your team, or use it for governors, inspection and improvement partners.

Pro tip: Consider the language you use when performing activities. Use the key words from your inspectorate to increase accuracy.

Kbase

Filtered data: 185 observations, 1 gallery item

Safeguarding

Inclusion

Curriculum and Teaching

Achievement

Personal Development and Well-Being

Early Years

Sixth Form

Leadership and Governance

Create Your Own Walks, Visits and Book Studies in Minutes

We've created this useful guidance document to help you to draft your own walks, visits and activities, before adding them to the Builder. Great to start with a paper and pen before quickly adding to your platform.

Below you'll find the framework that Nautilus uses, with lines of enquiry and prompts. This kind of design guides leaders, without dictating teaching. We want to know how successfully the curriculum or subject area is applied, so that any strategic improvements can stem from here.



1. What is the area of focus? eg '*Inclusion*'

2. Create your line of Enquiry (Question):

eg. 'How effectively does the classroom support pupils with additional needs?'

For the Line of enquiry, quantify the question, 'how successfully' or 'how effectively' to avoid yes/no responses.

Next we have the prompts below, carefully designed to promote recommendations and recognition. We tend to add these ones consistently across the platform, focusing on 'Effective' with a light descriptor, and 'Highly Effective' for exceeding, exemplary and best practice. Keeping them concise, promotes efficiency, without dictating the teaching, focusing more on feedback rather than compliance. These are the default ones on the system, and we duplicate in the descriptor, you may change them.

- Priority Area
- Area for Development
- The classroom is well considered and inclusive
- The classroom environment is **exemplary**

Here's the example question:

Inclusion

How effectively does the classroom support pupils with additional needs?

- Priority Area
- Area for Development
- The classroom is well considered and inclusive
- The classroom environment is **exemplary**

Once you have created your activity, you can update and edit it live in the Builder as you go, and the system will update automatically. You can also export your content to your colleagues in other Nautilus schools.

Important Note: We recommend creating content strategically and carefully. When too many people create too many frameworks, the dashboard becomes cluttered and confusing for teachers. Instead, focus on creating broad frameworks centred on core teaching and learning, then utilise subject filters to delve into specific areas rather than building separate frameworks for every individual subject.

You can now head to the Builder and click 'Add Survey' to get started!

PULSE DASHBOARD

One dashboard, multiple schools



Executive leaders are increasingly looking for simple, reliable ways to understand what is happening across all the schools they support. The Pulse Dashboard has been created exactly for that purpose. It brings every partner school into one clear, intuitive space, giving leaders real time visibility without the need to jump between different systems or chase fragmented information.

Pulse provides quick access to each school, allowing leaders to visit settings, commend great practice, offer support and contribute meaningfully to ongoing improvement. It also includes powerful AI analysis that turns raw data into clear insights, helping leaders spot trends, identify strengths and understand emerging needs across their group. This keeps school improvement live, responsive and focused.

The dashboard is designed for all leaders who want efficient, sustainable oversight. By bringing multi school management, continuous development and appraisal activity together, Pulse helps teams reduce workload and stay focused on what matters most: improving outcomes in every classroom.

If you are an executive leader or part of a trust, federation or group and would like Pulse set up for your schools, we can configure this for you. Just email enquiries@nautilus.education and our team will support you with access, setup and onboarding.

Pulse is already helping leaders stay connected, informed and confident across multiple settings. We would be delighted to help you do the same.

'Listen with curiosity. Speak with honesty. Act with integrity'



Nautilus Education at BETT Asia, Kuala Lumpur

Leadership Innovation on the Global Stage

This September, Nautilus Education travelled to Kuala Lumpur to exhibit on the Great Britain and Northern Ireland Pavilion at BETT Asia. It was a brilliant opportunity to share our platform and to represent the wider UK EdTech community in a setting that was genuinely collaborative and forward thinking.

We were proud to support BIST, the UK Government Department for Business, Innovation, Science and Technology, together with the British Council, working in partnership with the Malaysian Ministry of Education. The trip included a series of workshops that brought people together to explore inclusion, leadership development and sustainable school improvement. We were fortunate to have support from Lord Leong, and we were honoured to welcome the Malaysian Minister for Education, Fadhlina Sidek, who spent time learning about the work taking place across the pavilion.

Our delegation travelled with BESA, whose coordination and guidance made a huge difference throughout the week. Their support opened doors to meetings, networking events and conversations that helped us understand the regional landscape and connect with leaders who are shaping the future of education across Asia.

The whole trip felt collaborative, curious and full of shared purpose. We spent the week talking openly about the role technology can play in strengthening teaching and learning. Despite the different contexts and cultures, the challenges were familiar. Leaders want to improve outcomes, support teachers and build sustainable workloads, and they want to do it without losing sight of pedagogy or unintentionally deskilling the profession. It was refreshing to explore these ideas with partners who were just as committed to thoughtful innovation as we are.



Different Landscapes, Shared Challenges

Across conversations with leaders from Malaysia, Singapore, Thailand, Vietnam, and beyond, one theme emerged repeatedly, different landscapes, the same challenge. Every system is grappling with how to harness AI to enhance teaching, while avoiding the risk of deskilling the profession. What we see on the horizon is a need for balance. If we remain grounded in pedagogy, and ensure teachers have secure, confident skillsets, then technology can be used to improve outcomes, reduce workload, and support sustainable leadership.

Visitors to the stand were particularly interested in lessons learned from the first wave of classroom technology. Interactive whiteboards, for example, often promised transformation but inadvertently overloaded lessons, reduced impact, and in some cases deskilled teachers. The message was clear, get it right from the start, and keep teachers and pedagogy central to everything else.

Observe Better, Lead Stronger

BETT Asia also marked the international launch of our refreshed campaign 'Observe Better, Lead Stronger'. Our aim is to shift the narrative around observation, moving away from career stage and pay progression purpose, prioritising feedback, skillset development, professional growth, and recognition.

With Nautilus, teachers can reclaim the process. Leaders can observe more efficiently, share supportive feedback directly from their device, and build a culture where expertise is surfaced rather than scrutinised. As these insights feed into strategic improvement at whole-school level, we begin to see the foundations of self-improving schools, a model that could serve as a global solution.

A Thought-Provoking and Memorable Trip

Our time in Kuala Lumpur was energising, reflective, and deeply memorable. From ministerial visits to informal conversations with classroom teachers, the message was consistent, technology must serve teaching, not replace it. And when used well, it can strengthen leadership, elevate practice, and secure healthier, more sustainable workloads.

BETT Asia reminded us that the challenges facing school leaders are universal, and that the opportunity for thoughtful, pedagogically aligned innovation is wide open. We were proud to represent Nautilus, proud to represent the UK, and excited for the partnerships and possibilities that now lie ahead.



Department for
Business, Innovation,
Science and Trade



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ATHE Academy · Build Education · Cambridge University Press & Assessment · Chartered Management Institute · CENTURY Tech · @class-of-your-own-limited · EF · EFEKTA · English for Adults · Edmentum Excellence Online Academy · Hachette Learning · LRN Global · MathsWatch Ltd · Peach Wellbeing Academy · Renaissance Learning · White Rose Education



Emily-Rose Le Cuirot, Deputy Headteacher

At Victoria College Preparatory School (VCP), we are proud to be a vibrant, welcoming and caring Key Stage 2 school for boys aged 7 to 11. Our values sit at the heart of everything we do, helping to create an environment where every child feels known, supported and encouraged to achieve their very best.

As Deputy Head, what I value most is the way we nurture the whole child. Whilst academic excellence is important, we are equally passionate about providing a rich and memorable school experience. Through educational visits, enrichment opportunities, sporting challenges, visiting speakers and a wide range of extracurricular activities, our pupils develop curiosity, confidence and a genuine love of learning. Throughout their time at VCP, boys grow in independence, responsibility and resilience. By the end of Year 6, they leave us as confident, capable and compassionate young people who are well prepared for the opportunities and challenges that lie ahead. Seeing the pride they have in their school, and the enthusiasm they bring to each day, is a constant reminder of the strength of our community and our shared commitment to helping every child flourish.

What makes your school special?

Our school is special because of the people within it. We are fortunate to have wonderful pupils, dedicated staff and supportive families who together create a culture built on high expectations, strong values and a genuine sense of belonging. We are incredibly proud of our academic and sporting achievements, supported by a curriculum that thoughtfully combines educational research with the Jersey Curriculum. Pupils are encouraged to aim high, embrace challenge and develop the knowledge and skills needed to succeed across a broad range of subjects.

Our house system, named after notable alumni, helps to foster identity, teamwork and healthy competition. Just as importantly, there is a warmth and spirit throughout the school that visitors often comment upon. Our pupils demonstrate excellent behaviour, positive attitudes to learning and a pride in their school that is both noticeable and infectious. Perhaps the strongest endorsement comes from our families, with 99% of parents saying they would recommend the school. Together, these strengths create an environment where boys thrive academically, socially and personally.

What does good school leadership look like?

For me, good school leadership begins with a clear vision and an unwavering focus on what is best for children. Effective leaders provide direction and make informed decisions, but they also take the time to listen, build relationships and bring people together around a shared purpose. Leadership is never about one individual. The strongest schools embrace distributed leadership, encouraging staff at all levels to contribute their expertise, share ideas and play an active role in shaping improvement. When people feel valued and trusted, they are more likely to take ownership and help drive positive change.

Ultimately, good leadership creates a culture where people feel supported, expectations remain high and every decision is guided by a simple question: "What is best for our pupils?"



What is the secret to healthy and sustainable school improvement?

Healthy and sustainable school improvement begins with understanding a school's unique context and recognising what it genuinely needs, rather than pursuing change simply for the sake of it. This means listening carefully to pupils, parents, staff, governors and the wider community, and ensuring that decisions are rooted in evidence and focused on meaningful outcomes.

The most successful improvement is collaborative. When people feel heard, valued and involved in the journey, positive change is far more likely to be embraced and sustained. High-quality teaching, a rich curriculum and strong pastoral care must remain at the heart of everything we do.



Above all, school improvement should always be judged by its impact on children. If pupils are leaving school as confident, resilient young people who are excited about their future, then we know we are on the right path.

How does Nautilus support your work?

Nautilus has become an invaluable tool in our approach to school improvement. It provides a comprehensive overview of teaching, learning and wider school provision, while giving a broad range of staff opportunities to contribute evidence, reflections and insights. One of its greatest strengths is the way it supports teachers to be the very best they can be. The platform encourages professional reflection, provides timely feedback and celebrates effective practice, helping to strengthen both morale and professional growth. Nautilus also creates clarity and consistency by helping to establish shared expectations across the school. By bringing together evidence, celebrating strengths and identifying supportive next steps, it helps foster a culture of continual improvement and ultimately supports better outcomes for our pupils.

What features have the greatest impact?

The features with the greatest impact are those that help us gain a genuine understanding of daily life in the classroom. Learning Walks and Book Studies provide valuable insights into the quality of education, pupil engagement and progress over time. Alongside these, the collaborative improvement dashboard brings together subject leader reviews, senior leadership evaluations and coaching feedback, creating a shared and transparent approach to whole school improvement.

Technology also has an increasingly important role to play. The AI tool, Ask Nemo, helps analyse information, identify trends and streamline reporting, allowing leaders to spend less time on administration and more time supporting colleagues and improving outcomes for our boys.



Is innovation important in education?

Absolutely. Innovation is important when it helps us improve outcomes for pupils and enables teachers to continually develop their practice. Innovation should never be adopted simply because it is new; it should be embraced when it adds genuine value to learning, teaching and leadership. Tools such as Nautilus and features like Ask Nemo illustrate how thoughtful innovation can strengthen professional dialogue, simplify processes and provide meaningful insights into school improvement. Used well, these innovations help schools work more effectively while keeping children firmly at the centre of

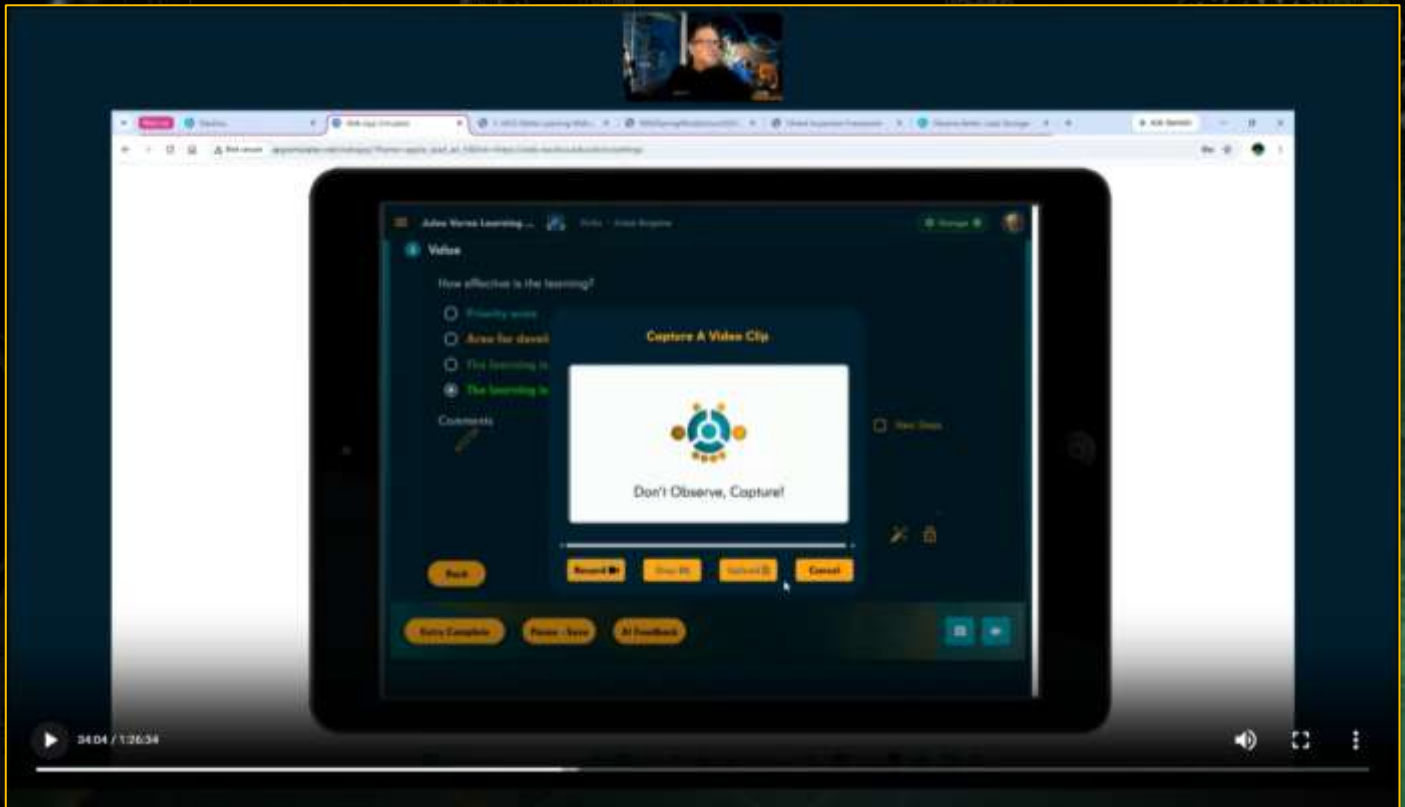
every decision. Ultimately, innovation is not really about technology; it is about finding better ways to support both pupils and staff. By remaining open to new ideas and committed to continual improvement, schools can create the best possible environment for every child to learn, grow and succeed.

'Listen with curiosity. Speak with honesty. Act with integrity'

FREE LIVE SESSIONS

The Ultimate Learning Walk

Click and Watch



Ditch paper-based monitoring and transform how your high school evaluates teaching and learning. In this updated webinar, discover how leaders can use iPads or tablets to perform photo and video learning walks, book studies, and surveys—instantly generating dashboard analytics, same-day peer feedback, and one-click self-evaluation reports to build a sustainable, clear overview of classroom standards.

DON'T OBSERVE, CAPTURE! - Who? Teachers, leaders and new users
A one hour 'how to' workshop, walking you through the platform.

5 WAYS TO CAPTURE AND EVALUATE INCLUSION - Who? HT, SEND & Inclusion leaders
Evaluate inclusion, without adding to your workload. Integrate simple methods into your existing approaches.

THE ULTIMATE LEARNING WALK - Who? HT, Senior and Subject Leaders
Learning Walks incorporating evaluation, phot and video capture, feedback, analysis and AI reporting.

SUPER SUBJECT LEADERS - Who? Subject Leaders, HT
Introducing the subject leadership toolkit, learning snapshots, book studies and more.

SMARTER SEND - Who? SENDcos, ALNcos and HT
How to capture and evaluate provision, advise and support colleagues.

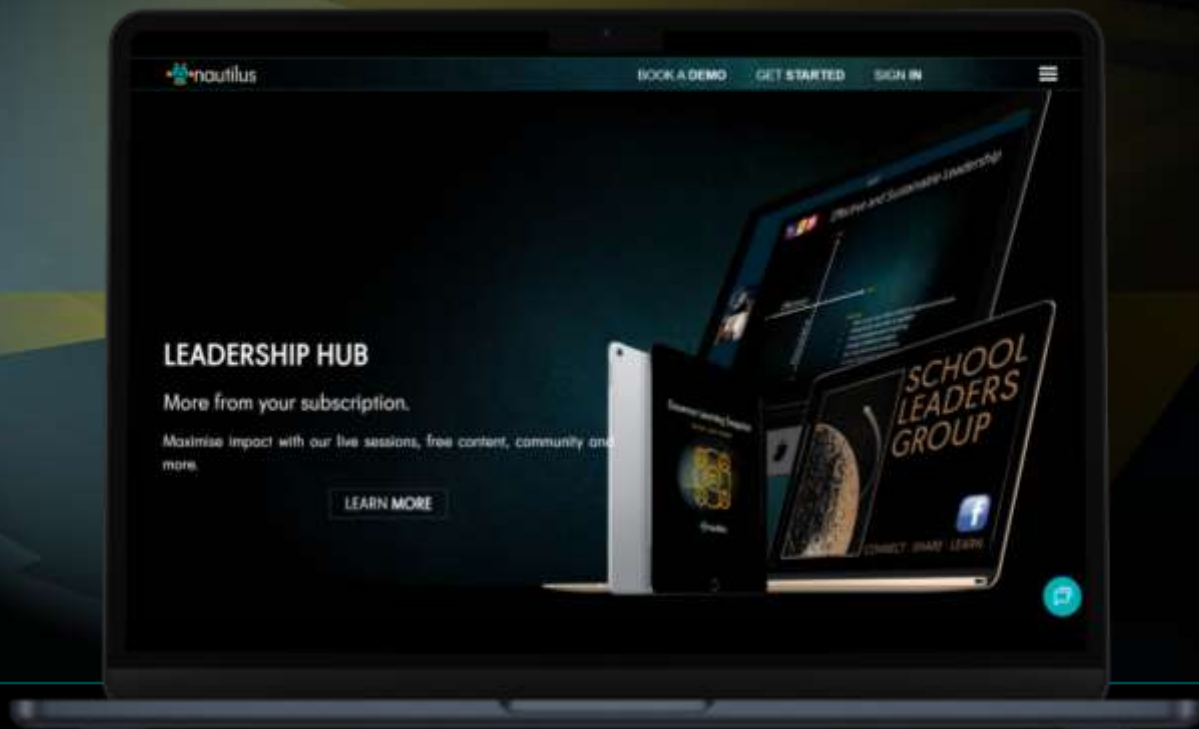
A CLEAR HEAD - Who? Headteachers, Principals and Executive Headteachers

THE 10 MINUTE LEARNING SNAPSHOT - Who? Teachers and school leaders
How to perform an effective, short lesson visit, packed with insight.

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Leadership Hub

Connect, share, learn.



We've now created a dedicated space on our website to share our additional resource. The Nautilus Leadership Hub bridges technology and real school strategy, helping busy leaders build distributed leadership across senior, subject, and SEND roles with confidence and clarity.

Here's what you'll find:

- **Live Webinars:** Free sessions with recordings on key focus areas, including the *Ultimate Learning Walk* and *Inclusion Evaluation* toolkits.
- **Targeted Training:** Practical modules—from Leadership Inductions to Impact Analysis—designed to build capacity without dictating how you run your school.
- **Free Downloads:** Import and adapt editable frameworks via the Builder suite, including *Governor Walks* and *Oracy Snapshots*.
- **Leadership Community:** Access expert articles, shared frameworks, and insights, while **Import Frameworks:** Download free observation and evaluation tools straight to your Nautilus platform.
- **Live Webinars:** Register for live sessions or watch recordings on demand.
- 1. **Further CPD:** Training bundles to maximise your subscription's across all tiers of leadership.

Access the Leadership Hub on your Nautilus dashboard today to explore live sessions, download resources, and take your subscription further.

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SCHOOL LEADERS GROUP



CONNECT · SHARE · LEARN

PARENT CHECK-IN SURVEY

This is the best time of year to capture feedback for your pupil induction. This survey focuses on parent feedback and how they feel about the start of the year. It is an excellent opportunity to learn how things have gone from a stakeholder perspective, allowing you to pick up on any worries early on.

DOWNLOAD TODAY!

- Visit 'Around the Moon', our [Facebook school leadership community](#)
- Click on the **FILES** tab, select and download.
- Go to the Builder and click 'Import Survey'.