

Invicta National Academy

Analysis

January 2021

Below is the analysis of the surveys your staff completed in January 2021. I have included the raw data and the comments. Where there was an average given on the data, I have also included the range of values as that gives a wider scope of understanding how your staff feel about a certain issue.

Completed surveys – 21

(spelling errors in responses are those of the responder, not me!)

How happy are you with the level of communication from Invicta National Academy about your role?

Average – 8.5

Range – 5-10

Comments

- There has been a few communications that I've missed due to many emails and WhatsApp messages, but I'd rather more comms than less!

- Too many WhatsApp groups

- Amazing

-  Above average

- The communication is excellent. Any questions or concerns I have are always answered quickly and in great detail.y

- Some elements of communication get muddled in the texts. However the email communication is excellent.

- Extremely happy

- Outstanding

- Since teaching in the summer, I feel that my role with Invicta has diminished and my services are no longer required.

- Always get quick response if needed

How happy are you with the level of support from Invicta National Academy?

Average – 9.1

Range – 5-10

Comments

- Very supportive team. I would have been grateful for PPTs that I could have tweaked rather than having to make my own from scratch for the Winter Academy.

- Excellent support’

- Above average

- Once again the level of support is incredible. The resources are always there, if there are any problems the Invicta team sort them out with incredible speed and keep everyone updated. I also find the environment wonderfully supportive and friendly.

- Queries are answered quickly and sorted out effectively.

- Exquisitely elated with the support I get.

- Exceptionally supported

How useful has the training you have received from Invicta National Academy been?

Average – 9.2

Range – 5-10

Comments

- Excellent

- Excellent

- The training has been excellent and as a result I feel my online teaching has improved a lot. Both in delivery and presentation

- The early webinars in the Summer were very useful in order to know expectations of lessons.

- Very relevant training throughout the summer and continuing where needed.

- Super helpful and relevant

-  Excellent thanks to my mentor.

- Good online technical training and very approachable facilitators.

I feel trusted as a professional by Invicta National Academy

Yes – 90.5%

No – 9.5%

Comments

- While resources are provided I enjoy the fact that we are able to, and in fact encouraged to, adapt them as needed to make the classes more engaging online.

- My comment is personal as my judgement is based on the more teaching time you get is testimonial to my professional capability.

- 100%

- Freedom to plan and teach as we wish and at the pace of the children.

I feel valued by Invicta National Academy

Yes – 95%

No – 5%

Comments

- Mostly. No middle option

- Definitely

- Absolutely. Once again the feedback and support are invaluable to me and despite working remotely I feel part of a team, and feel that any thoughts or concerns I may have are listened to, respected and valued. (By the way I have never had any concerns with the Invicta Academy!)

- I taught both English and Maths during the Summer and then nothing since.

- Continuity in taking part shows how much valued I feel.

- 100%

- Lots of thank yous in the Whatsapp and repeat bookings mean I think they think I am doing a good job.

I feel part of a team when working for Invicta National Academy

Yes – 100%

No – 0%

Comments

- The level of comunication between teachers, facilitators and management is superb. For once I feel that I am working in an environment where everyone is on the same page, working together toward the same shared goals. It is a brilliant feeling.

- Everyone is very supportive in all roles.

- Everyone is ready to help.

- 100%

- Lots of support from other teachers and the founders in the box and congratulating each other for praise from parents which is nice.

My workload for Invicta National Academy is manageable.

Yes – 100%

No – 0%

Comments

– Mostly yes but as previously mentioned, for me tweaking PPTs is faster than making new ones.

- I am impressed with the quality of the resources and how they are shared. At no time have I ever felt overwhelmed - I want to do more.

-  Very manageable especially with the preprepared resources.

-  It is so helpful being provided the resources to teach with. Thank you very much.

-  Really appreciate the resources given.

Please use this section to tell us how Invicta National Academy looks after your wellbeing.

-  So far I have been given a light workload. There is the option of being able to communicate my situation and get help when it's required.

- Checks in every day

- Always there in the whatsapp groups when help and support is needed.

- Constant WhatsApp messages

-  The creation of WhatsApp team groups and the warm welcome I received as a teacher from the organisers made me feel well looked after. Having had previous experience working over the summer period for Invicta Summer Academy I feel comfortable and well looked after.

- The SLT Supporting each member even when delivering sessions.

- Follows up with open & transparent information concerning your involvement

- Not sure

- I feel that the focus on good, clear communication has really helped me. At no time have I ever felt 'ignored' or not listened to. Even when I have had a personal question for one of the management team - they have taken the time to answer me directly. Knowing how busy they are and how many responsibilities they are juggling - this means a great deal to me. It is very easy during this time to feel increasingly isolated, however the social media group has also played a huge part in helping me connected to others. I also love the positivity and encouragement displayed on a daily basis from everyone on the Invicta team. For me, this has been one of the most rewarding teaching experiences I have had.

- Regular morning support and praise after the sessions have finished. Continued attention

- Availability is always checked as soon as provisional timetables have been assembled. Support is there when needed.

- The Invicta National Academy looks after my well being, by ensuring that my teaching load is well taken care of; not leaving me to search out my own resources, by providing facilitators, who are actively involved in ensuring Panelist can focus on their delivery to distress and enable children’s learning process, resulting in comprehension and enjoyment of the learning process. Additionally, there’s no lack of communication to ensure I feel comfortable and happy doing what we are trained to do best for the benefit of our children.

- supportive

- Invicta go above and beyond expectations, supporting their teachers through the group chat and through the immediacy of attending to questions and queries. There is a strong, positive communication at all times and it makes all the difference working for them. Thank you Anna and Stephen for setting these high standards.

- Answers questions quickly and keeps to the same format so you know what to expect. Pays invoices quickly and lots of gratitude on the Whatsapp and social media.

-  The what's app group keeps me abreast of recent developments.

- Through regular communication I never feel that I am 'on my own'. The directors put faces to their names in meetings and respond to queries promptly

- Always support us if any personal problems arise.

-  Someone is always available if you have a problem.

A breakdown of how many from role answered the survey.

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| --- | --- |
| Teaching staff | 18 |
| Facilitators | 3 |
| Admin/behind the scenes | 0 |

This information is for you to use as you wish.