Paddington Academy

Embedding Coaching and Insight-Driven Development

Westminster	11–18	Coaching
Inner-city London	Secondary and sixth form	Personalised, half-termly themes

Context

Paddington Academy is a high-performing secondary school and sixth form in Westminster, serving a diverse inner-city community. The school is committed to delivering excellent outcomes for all students, with a strong focus on high-quality teaching and continuous professional development.

Leaders have built a culture of collaboration and improvement, ensuring that teaching practice is regularly reviewed and refined to support student success.

The Challenge: Moving from Meetings to Meaningful Coaching

Paddington Academy had established regular fortnightly meetings for all teachers, creating valuable opportunities for professional development. However, leaders wanted to move towards a more personalised coaching model.

The aim was for coaches to observe lessons and provide targeted, actionable feedback, supported by clear half-termly themes to align practice across the school.

> THE CHALLENGE WAS CLEAR
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> **How could the school shift from whole-staff development to precise, coaching-driven improvement, while maintaining consistency and clarity across all classrooms?**

The Solution: ProgressTeaching to Structure Coaching and Focus Practice

ProgressTeaching provided a clear framework for capturing coaching feedback and aligning it with whole-school priorities. Leaders could record observations quickly and ensure that teachers received specific, actionable next steps.

The platform also enabled leaders to identify patterns across teaching, giving a clearer picture of strengths and areas for development.

Over a six-week period, insights highlighted strong practice in lesson planning, behaviour routines, and feedback, alongside areas for further development such as formative assessment and student independence.

This allowed leaders to shape coaching conversations and professional development with greater precision, ensuring that all staff were working towards shared priorities.

The Results: More Focused Coaching and Clearer Improvement Priorities

Coaching at Paddington Academy is now more consistent, targeted, and aligned with school priorities. Teachers receive clear, actionable feedback that can be implemented immediately, supporting rapid improvement in classroom practice.

Leaders benefit from stronger visibility across the school, enabling them to identify trends and respond strategically.

Teaching is characterised by strong lesson planning, effective behaviour routines, and regular feedback to students, while the school continues to focus on developing formative assessment and student independence.

Overall, ProgressTeaching has helped create a more coherent, insight-driven approach to professional development, where coaching is focused, aligned, and continually evolving.

Want to transform your school's teaching and learning like Paddington Academy?

Call us on 0333 242 0393 or email info@progressteaching.com