Report comments — 28 drafts, entries alongside

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

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Form 6C, first term · fictional document

Fictional document — demonstration example

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Fictional document, produced for the demonstration. **The pupils named are invented. Every draft comment comes only from the teacher's own entries, set alongside it: mark, date, observation. No text exists before the teacher has validated it; the marks on the report are the ones they entered, reproduced exactly.**

Four drafts out of twenty-eight, exactly as they are put up

Pupil	Draft comment	Entries it derives from
Inès Delacourt	**« A solid term. Calculation techniques are secure and written justifications have clearly improved since November. Keep taking the time to reread the questions. »**	**Tests of 18/10 (12.5), 22/11 (15), 09/12 (15.5) · observation of 22/11: « justifies better » · observation of 06/12: « misread the question »**

Pupil	Draft comment	Entries it derives from
Maël Tavernier	« Improving results over the second half of the term. Work is handed in regularly. Speaking up in class would benefit from being more frequent. »	Tests of 18/10 (8), 22/11 (11), 09/12 (12) · observation of 15/11: « speaks up rarely » · 3 pieces of work handed in out of 3
Yanis Coquerel	« A difficult term, marked by several absences. The topics covered in October remain fragile; a meeting with the family is proposed to organise catching up. »	**Tests of 18/10 (6), 09/12 (7.5) · 1 piece of work not handed in · 9 half-days of absence recorded by pastoral staff**
Anaïs Roubaud	« An excellent term. Reasoning is rigorous and every extension task offered has been completed. Can aim at more open investigation tasks. »	Tests of 18/10 (17), 22/11 (18), 09/12 (17.5) · 6 extension exercises completed out of 6 · observation of 09/12

A comment talking about something the teacher never wrote down would be indefensible in front of a family. This one defends itself entry by entry, and the right-hand column is what makes checking possible in fifteen seconds.

Report time, before and after

Step	Share of the time	By hand	With the agent	What is left to the teacher
Rereading marks and observations, deciding	**50 %**	**1 h 15**	**1 h 15 — unchanged**	**That is the job, and it does not move by a minute**
Writing the 28 texts	**50 %**	**1 h 15**	**18 min**	Validating, qualifying, rewriting
Total per form per term	**100 %**	**2 h 30**	**1 h 33**	**Writing goes from 50 % to 12 % of report time**

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Over 540 sets of comments in the year — 18 forms, 10 subjects, 3 terms — that is 513 teacher hours given back. The reference figure remains the hours; the conversion illustrates it: 513 hours is more than fourteen weeks of work on the statutory basis of 35 hours.

What the teachers did with the drafts, in the first term

Fate of the draft	Number	Share	Reading
Validated with a word, unchanged	**3,567**	**73 %**	The text said what the entries said
Corrected on substance by the teacher	**1,293**	**27 %**	**That is the expected figure: the text is the teacher's**
Total	**4,860**	**100 %**	**A comment nobody touched is not a comment, it is a template**

On measuring people — the mechanism, not the principle

Indicator	What it would become	What is offered instead
Comments reworked per teacher	**A target: people rework for the sake of reworking, the sentence changes without the judgement changing**	**The same record by form and by term**
Sequences prepared per teacher	**A target: people prepare for the counter**	**The same record by subject**
Whoever signs	**Named — and it is not an exception**	**The report carries the teacher's name, the board's opinion the form tutor's: a signature is not a counter**

If the head teacher nonetheless asks for an indicator per teacher, the agent produces it — and it brings the three conditions already met: purpose written

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down, prior information of staff drafted, retention period fixed. The decision is theirs; it takes ten minutes instead of a file.

Date the drafts are made available, settled by the leadership team (5 days before entry recommended): _____

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