



***‘CREATING
POSSIBILITIES IN THE
SCHOOL LED SYSTEM’***

The NW School Led Conference 2015

Tuesday 20th October, 9:00 – 3:45pm

The Point, Emirates Old Trafford, Manchester

www.schoolledconferences.co.uk

@schooled

#schooled

A ONE DAY CONFERENCE FOR ALL SCHOOLS IN THE NORTH WEST REGION

A Collaborative and Creative Approach to Preparing LLEs for the School-Led System

20th October, 2015

Nick Parry, Assistant Principal – Ashton on Mersey School
Joy Clark, Headteacher – North Chadderton School



GREATER MANCHESTER
LLE COLLABORATIVE

There are known knowns. These are things we know that we know. There are known unknowns. That is to say, there are things that we know we don't know. But there are also unknown unknowns. There are the ones we don't know we don't know.

Donald Rumsfeld (2002)

Who Might Be Interested In This Programme?

- Existing LLEs, wishing to refresh their original training, or to refresh within a much changed climate
- Aspirant LLEs who feel that they meet the criteria to fulfil the role
- Governors, Executive Headteachers, LAs and Diocese who see potential/capacity in their Headteachers
- Governors, Executive Headteachers, LAs and Diocese who feel their schools would benefit from such support and are keen to 'quality assure' their preparation for the role

Background To The Creation of this Programme

- January 2014, NCTL invites nationwide bids to pilot the devolution of any/all aspects of LLE activity (recruitment, designation, training, brokerage, deployment).
- GM Teaching Schools offer all their TS the opportunity to contribute to a collaborative (at that point) unknown response.
- The resulting GM LLE Collaborative was formed:

3 Cohort 1 TSAs: Alliance for Learning, Ashton on Mersey, Elmridge

3 Cohort 2 TSAs: Everyonelearning, Forward Together, Ladywood

4 Cohort 4 TSAs: Gatley, St James CE, Loreto, Oasis Limeside

Representing Bolton, Oldham, Tameside, Trafford, Stockport, Wigan Las and the Manchester Anglican Diocese.



GREATER MANCHESTER
LLE COLLABORATIVE

Moving Things Forward

- Establishing a GM LLE Collaborative Strategic Group
NLE, 2 x LLEs, HT, Director of TSA
- Inviting and recruiting a group leader from outside the TSA 'family'
(an existing LLE)
- Liaising with BSfS to audit the existing LLE 'picture' in GM
- Online questionnaire for existing LLEs to gather intelligence on
current training/development/deployment position
- Organising a Symposium for existing GM LLEs to provide a narrative
of the need and demand within the fast developing school-led
system



GREATER MANCHESTER
LLE COLLABORATIVE

Baseline Position

- Initial LLE training limited and outdated
- Lack of deployments
- LLEs working in isolation
- Little or no QA of LLE deployments
- Lacking a sense of community between LLEs. Little networking opportunities
- Lack of support during and post-deployment
- Vulnerability of LLEs outside the teaching school alliances

The 'Pilot' Programme

Day 1

'An Introduction To The System Leaders Toolkit' (facilitated by 2 NLEs)

'First Steps Towards Successful Support' (led by an existing LLE)

Day 2

Coaching : 'Creating a culture of reflection and dialogue'

Day 3

The Big Picture:

'The New Inspection Framework And The Use Of Data'

(HMI representative)

'Overview of the System-Led, self-improving landscape in Greater Manchester' (NW TSC Rep.)



GREATER MANCHESTER
LLE COLLABORATIVE

There are known knowns. These are things we know that we know. There are known unknowns. That is to say, there are things that we know we don't know. But there are also unknown unknowns. There are the ones we don't know we don't know.

Donald Rumsfeld (2002)

Johari Window

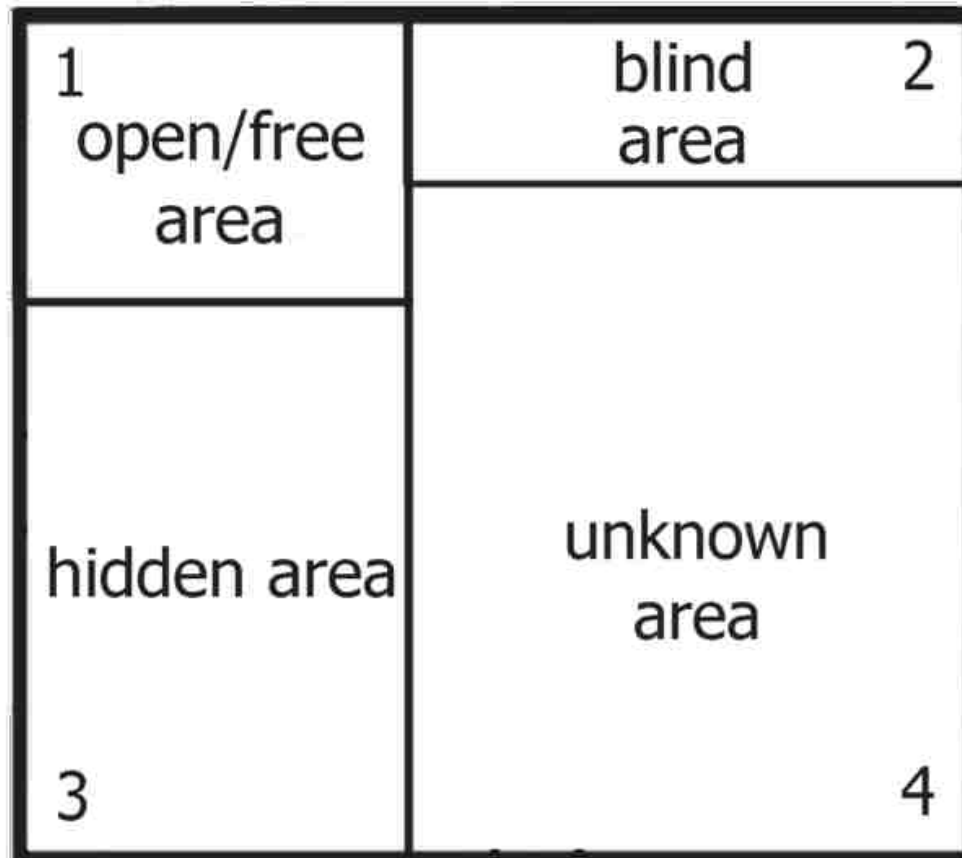


The Four 'Areas'

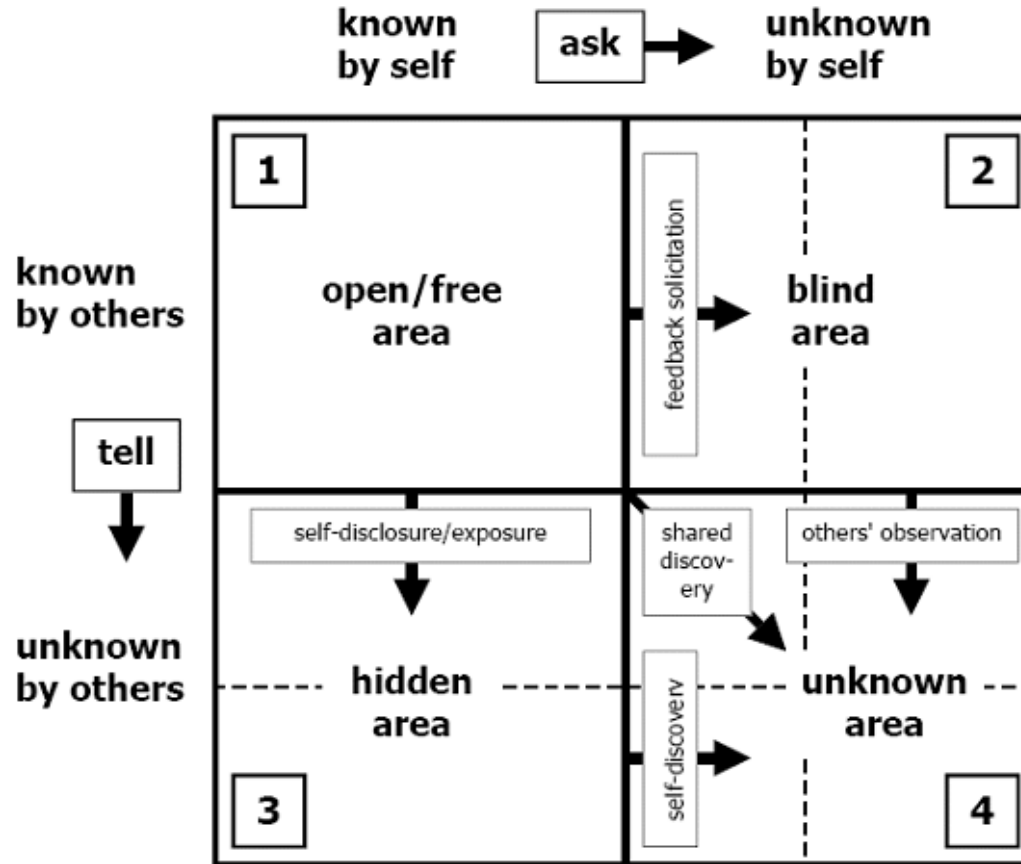
- **Open Area** - what is known by the person about him/herself and is also known by others (**open self, free area, free self, or 'the arena'**)
- **Blind Area** - what is unknown by the person about him/herself but which others know (**blind self, or 'blindspot'**)
- **Hidden Area** - what the person knows about him/herself that others do not know (**hidden self, avoided area, avoided self or 'facade'**)
- **Unknown Area** - what is unknown by the person about him/herself and is also unknown by others (**unknown self**)



Before Deployment?



Through Deployment?



Delegate Feedback

“Great to hear from and discuss with fellow practitioners from across different sectors”

“Informative and thought provoking”

“Up to date information from knowledgeable trainers”

“Useful and informative training”

“Really helpful and informative. Some valuable information to take away”

“Very well organised and well planned. Thank you!”

“A really powerful day – thank you”

“Delivery was positive, informative, encouraging and thought provoking”



GREATER MANCHESTER
LLE COLLABORATIVE

Quality Assurance Feedback

“the key messages are delivered in a such a way that they generate inspiration for the role of LLE”

“links are clearly made to other key roles and significant features within the school-led system”

“activities were outstanding as they encouraged deep reflection amongst delegates which ensured their learning would continue beyond the sessions”

“every aspect of the day contributes to LLEs’ learning and their journey towards designation”



GREATER MANCHESTER
LLE COLLABORATIVE

Why an LLE? – My way in

- Context - North Chadderton School
- Outward facing – the importance of building a ‘support network’
- The Pilot – training days
- Designation day – November 18th, 2015



GREATER MANCHESTER
LLE COLLABORATIVE

Next Steps – Looking out 'A Growth Model'

- Networking – building capacity/school improvement through Alliance(s)/collaborative(s)
- Supporting other schools – a growth model
- Personal and whole school development



GREATER MANCHESTER
LLE COLLABORATIVE

Wider Lessons Learned

- A common understanding and view about working together for improved outcomes for Greater Manchester schools
- A strong model of collaborative working across LAs and TSAs focusing as much on process as the product
- The effectiveness of face to face activity
- Previous negative assumptions made about individual organisations through a competitive market place changing dramatically through the collaborative process
- Creating a way forward within a supportive, motivated and informal environment
- Developing resilience within a collaborative and competitive environment
- Through the organic process of collaboration the scope of work unfolded.
- Viewing far more readily the opportunity to engage in future collaborative projects
- The sum is greater than its parts!

The Next Steps

- ‘Selection’ Day to designate this pilot group – November 18th 2015
- Shared database of all LLEs amongst the GM Collaborative
- Ongoing support and training (facilitated workshops, sharing best practice, Ofsted updates, etc)
- Peer support, coaching and mentoring

The Next Steps

The 3-Day Training Programme delivered through The Greater Manchester LLE Collaborative.

Day 1: 26th January, 2016

'An introduction to System Leadership'

Day 2: 2nd March , 2016

'Coaching: Creating a culture of reflection and dialogue'

Day 3: 14th March, 2016

'The Bigger Picture'

Cost :£700

Venue :Ashton on Mersey Teaching School

To register and for further information contact: info@everyonelearning.co.uk



GREATER MANCHESTER
LLE COLLABORATIVE



***‘CREATING
POSSIBILITIES IN THE
SCHOOL LED SYSTEM’***

The NW School Led Conference 2015

Tuesday 20th October, 9:00 – 3:45pm

The Point, Emirates Old Trafford, Manchester

www.schoolledconferences.co.uk

@schooled

#schooled

A ONE DAY CONFERENCE FOR ALL SCHOOLS IN THE NORTH WEST REGION