

DIOCESE OF ROCHESTER

TRAINING DIRECTORY FOR SCHOOLS

2023 – 2024



The Rochester Diocesan Board of Education (RDBE) seeks to serve the children, young people, staff, governors and communities in the schools across our Diocese, focusing firmly on deepening relationships and nourishing those we support and walk alongside. We strive to provide a high-quality Christian education which enables every child to flourish and live life in all its fullness by providing the best advice possible and offering support that represents excellent value for money.

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Introduction

In an ever-evolving educational landscape, we seek to make new connections and relationships and we are pleased to share our new **training directory** to benefit all schools and collaborative networks within our diocesan boundaries, working in close collaboration with the Diocese of Canterbury.

GDPR:

The information entered onto our booking forms will be used and stored solely for the purposes of your booking and for recording your attendance. If you want to know how we use your data and who we might share it with please see our **RDBE Privacy Notice** or call 01634 560025 to request a copy.

Who is who?

| | |
|--|---|
| <u>John Constanti</u> | Director of Education, Rochester Diocese |
| <u>Gemma Hitch</u> | Deputy Director of Education, Rochester Diocese |
| <u>Louise Liddy</u> | Administrative Assistant for the RDBE, Rochester Diocese |
| <u>Rebecca Swansbury</u> | Deputy Director of Education, Canterbury Diocese |
| <u>Natalie Ralph</u> | Schools Officer (Christian Character), Canterbury Diocese |
| <u>Pip Tanton</u> | Operations and Facilities Officer, Canterbury Diocese |
| Ryan Parker | RE and Christian Ethos Adviser, St Albans Diocese |

Virtual live / In- person training sessions

Leadership and Governance

To book a place at one of these training sessions please visit our training platform

[ROCHESTER DIOCESAN BOARD OF EDUCATION - Book a Course](#)

| Flourishing Headteachers' Network | | |
|--|---|---|
| <p>Our pilot in 2022-23 supported headteachers of Church schools in celebrating their successes and finding ways in which to develop their leadership that went hand-in-hand with their wellbeing. These sessions used the lens of 'Called, Committed, Connected' from the Church of England Foundation for Education Leadership to focus on what makes a good Church school leader. This document talks about the nature of being a loving leader under the protection of a compassionate God,</p> <p><i>"...clothe yourselves with compassion, kindness, humility, gentleness and patience... And over all these virtues, put on love which binds them together in perfect unity." (Colossians 3:12-14). It is a love that envisages God not as a line manager appraising our successes and failures, but rather a compassionate parent cheering on our growth".</i></p> <p>More than anything, this emphasises how we need to grow through support which builds up, encourages and celebrates.</p> <p>In these breakfast sessions, this is what we will strive to do. We will seek to shape an agenda which responds to the needs of those who gather together so that you build your confidence and strength, both personally and as a school leader.</p> <p>There are five sessions over the school year, half of the cost of which is subsidised by the RDBE. The cost to schools for all five sessions £150+VAT for SLA schools £200+VAT for non-SA schools.</p> <p>Places are limited to 20 participants.</p> | <p>Aquinas Training and Development Centre [Prince's Plain, Bromley, BR2 8LD]</p> | <p>4 October 2023 8.30am – 11am BOOK HERE</p> |
| | <p>St George's, Gravesend, Primary Phase [DA11 7HP]</p> | <p>6 December 2023 8.30am – 11am BOOK HERE</p> |
| | <p>St George's, Gravesend, Primary Phase [DA11 7HP]</p> | <p>31 January 2024 8.30am – 11am BOOK HERE</p> |
| | <p>Aquinas Training and Development Centre, Prince's Plain, Bromley, BR2 8LD</p> | <p>20 March 2024 8.30am – 11am BOOK HERE</p> |
| | <p>Aquinas Training and Development Centre, Prince's Plain, Bromley, BR2 8LD</p> | <p>3 July 2024 8.30am – 11am BOOK HERE</p> |

To book a place at one of these training sessions please visit our training platform
[ROCHESTER DIOCESAN BOARD OF EDUCATION - Book a Course](#)

Preparing for SIAMS Inspection

| | | |
|---|---------------|---|
| <p>This session is to support school leaders in preparing for their SIAMS inspection.</p> <p>The session will include input on and exploration of the new SIAMS Framework and what this might look like in each school context.</p> <p>There will also be an opportunity to ask questions about the inspection preparation and process.</p> <p>→ This training works best when a small team from your school attends and works through the material together. This could include the headteacher, SLT members, governor representation and any clergy from your school. (Maximum 4 per school)</p> <p>Audience: Headteacher, Senior Leaders, Governors, Clergy</p> <p>Format: In person</p> <p>Time: 9:30am-3:00pm</p> <p>Led by: Gemma Hitch</p> <p>Cost: SLA £50.00+VAT Non-SLA £75.00+VAT</p> | Term 4 | Wednesday 6 th March 2024 St Faith's Centre, Maidstone BOOK HERE |
|---|---------------|---|

Induction training – New Governors in Church of England Schools

| | | |
|--|---------------|---|
| <p>This session is for all governors who are new to governing bodies in Church of England schools. We will explore what effective governance looks like in a Church of England school context.</p> <p>Audience: ALL New Governors</p> <p>Format: Live Zoom</p> <p>Time: 6.00pm– 7.30 pm</p> <p>Led by: Rebecca Swansbury</p> <p>Cost: SLA £50 + VAT Non-SLA £75 + VAT</p> | Term 1 | 12 th October 2023 BOOK HERE |
| | Term 3 | 10 th January 2024 BOOK HERE |
| | Term 5 | 20 th May 2024 BOOK HERE |

Supporting Governors with the new SIAMS framework

This session is for all governors. We will explore the expectations of the new SIAMS framework from the point of view of a governor in a Church of England school context.

Audience: ALL Governors

Format: Live Zoom

Time: 6.00pm– 7.30 pm

Led by: Rebecca Swansbury

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Term 2

15th November 2023
BOOK HERE

Term 4

4th March 2024
BOOK HERE

Supporting and facilitating Headteacher Appraisal

Looking in detail at the role of the governing body in facilitating a Headteacher Appraisal in a CE school.

The session will explore the:

- Legal requirements for the process including evaluation and setting of objectives and salaries
- How this should reflect the Christian vision and values in your church school

Please note that this session is recommended for **all** governors involved in headteacher appraisal.

Audience: Governors

Format: Live Zoom

Time: 6:00pm - 7:30pm

Led by: Rebecca Swansbury

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Term 5

Wednesday 8th May
2024
BOOK HERE

Virtual Live Forums / Network meetings

To book a place at one of these forums or network meetings please visit our training platform [ROCHESTER DIOCESAN BOARD OF EDUCATION - Book a Course](#)

| Heads and Chairs Briefings | |
|--|---|
| Audience: Headteachers/Heads of School and Chairs of Governors. This session provides updates from all team members relating to all areas of leadership and governance in schools. Format: TERM 1 – Pre-recorded Session TERM 3 – In Person TERM 5 – In Person Time: 8.30am – 10.30am Led by: The Education Team Cost: Free for SLA members £50 + VAT for non-SLA members | 6 th October 2023 – PRE RECORDED SESSION BOOK HERE |
| | 23 February 2024 In Person- Holiday Inn, Wrotham 8.30am – 10.30am BOOK HERE |
| | 17 May 2024 In Person- Holiday Inn, Wrotham 8.30am – 10.30am BOOK HERE |

| Headteachers Forum | |
|--|----------------------------|
| This forum seeks to connect Headteachers around the Diocese by giving them a safe space to discuss and share good practice and wisdom. It is also an opportunity for the Diocesan team to share important updates or gather feedback on policy and practice from those on the ground. Audience: Headteachers, Heads of School or Executive Leaders Format: Live Zoom Time: 10.00am – 11.00am Led by: John Constanti & Gemma Hitch Cost: Free | Term 2 23 November 2023 |
| | Term 4 22 March 2024 |
| | Term 6 27 June 2024 |

RE Leaders Network

It is so important to work alongside colleagues who share a similar role within school. Come and be part of these regular sessions to keep up to date with national issues and news in RE and to share practical ideas to enhance your leadership of RE in your school.

Audience: RE Leaders
Format: Live Zoom
Time: 4.00pm – 5.30pm
Led by: Natalie Ralph
Cost: SLA free Non-SLA £50 + VAT (except for Conference)

**Term 2
Zoom**

Thursday 2nd November 2023
[**BOOK HERE**](#)

Term 4

In-Person Conference – Lenham – see details below
21st March 2024

**Term 6
Zoom**

Zoom
[**BOOK HERE**](#)

RE Leaders Conference

Following the success of last year's RE Conference and the feedback we received, we have decided to make this an annual occurrence! This is a great opportunity for RE leaders to gather to share good practice and ideas to revitalise their RE provision in school.
 More details to follow.

Audience: RE Leaders
Format: In person
Time: 9.30am – 3.00pm
Led by: Natalie Ralph
Cost: SLA £95 Non-SLA £150 per person

Term 4

Thursday 21st March 2024
[**BOOK HERE**](#)

Venue: Lenham Community Centre, Groom Way, Lenham, Maidstone, Kent

Collective Worship Leaders Network

This network is aimed at those in church schools responsible for Collective Worship. Come and be part of these sessions to share strategies and practical ideas to enhance your leadership and practice of CW in your school. (Religious Education will not be covered during these meetings)

Audience: CW Leaders, leaders and Clergy
Format: Live Zoom
Time: 4.00pm – 5.30pm
Led by: Natalie Ralph
Cost: SLA free Non-SLA £50 + VAT (except for Conference)

**Term 1
Zoom**

Thursday 28th September
2023
[**BOOK HERE**](#)

**Term 3
In-Person
VENUE -TBC**

**Collective Worship
Conference**
 Tuesday 23rd January 2024
[**BOOK HERE**](#)

FULLY BOOKED

**Term 5
Zoom**

Tuesday 14th May 2024
[**BOOK HERE**](#)

Collective Worship Conference

New for 2023/24, our Collective Worship Conference will explore what spiritual flourishing for all can look like in Collective Worship. This is a great opportunity for Collective Worship leaders to gather to share good practice and ideas to revitalise their Collective Worship provision in school. More details to follow.

Audience: Collective Worship Leaders, teachers, teaching assistants, Headteachers, clergy

Format: In person

Time: 9.30am – 3.00pm

Led by: Natalie Ralph

Cost: SLA £95 Non-SLA £150 per person

Term 4

Tuesday 23rd January
2024

[**Book here**](#)

Venue: TBC

Virtual live / In- person training sessions

Religious Education

To book a place at one of these training sessions please visit our training platform

[ROCHESTER DIOCESAN BOARD OF EDUCATION - Book a Course](#)

RE Leaders: Refresh and Regroup

A session for **ALL** RE leaders in schools to come along to and be brought up to date on anything that you might have missed during the last 3 years. There have been key updates, resources and developments in the RE world in recent years along with a new SIAMS framework to unpack. It will be a time of refreshing and regrouping, so we can all move forward together into this new school year and beyond.

**Term
1**

**Friday 22nd
September 2023
[BOOK HERE](#)**

Audience: RE leaders

Format: **Live** Zoom

Time: 1:30pm – 4.00pm

Led by: Natalie Ralph

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Help! I'm the new RE Leader

This session is for new RE leaders to explore the expectations and responsibilities of being an effective RE leader in a Church of England school. There will be an opportunity to ask questions and meet other leaders in a similar position to you.

**Term
1**

**Thursday 5th
October 2023
[BOOK HERE](#)**

Audience: RE leaders new to the role

Format: **In person**

Venue: The John Wesley CE and Methodist Primary School, TN23 5LW (in Canterbury Diocese)

Time: 1.30pm – 4.00pm

Led by: Natalie Ralph

Cost: SLA £50 + VAT Non-SLA £75 + VAT

InspiREd RE Leadership Development course

InspiREd is a subject leader development programme, which has a vision to inspire and enable those with responsibility for RE in being 'strategic, impactful and flourishing leaders.'

The programme is aimed at leaders who want to develop their subject leadership skills in a primary or middle school setting to ensure it is strategic, has an impact on the whole school and is driven by the school's distinctive Christian vision.

TO REGISTER FOR A PLACE please contact [Natalie Ralph](#)

Audience: RE Leaders

Format: Live Zoom

Time: 9.30am – 3.00pm

Led by: Natalie Ralph & Ryan Parker

Cost: £200 + VAT

Session 1

Friday 19th January 2024

Session 2

Friday 1st March 2024

Session 3

Friday 26th April 2024

Session 4

Friday 27th September 2024

Session 5

Friday 29th November 2024

Introduction to Humanism

A great opportunity for RE leaders to explore Humanism as a non-religious world view. Leaders will gain confidence in key subject knowledge and an understanding of how this worldview could fit within their curriculum mapping for RE in their school.

Audience: RE Leaders

Format: Live Zoom

Time: 1:30pm-4:00pm

Led by: Natalie Ralph

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Term 1

Friday 20th October 2023

[BOOK HERE](#)

Introduction to a World Views Approach in RE

In light of the 2021 OFSTED research review, the revised Kent Agreed Syllabus and the current thinking on the teaching of RE, this is an ideal opportunity for RE leaders to come together and begin exploring the concept of world views in RE.

Audience: RE Leaders

Format: Live Zoom

Time: 2-4:00pm

Led by: Natalie Ralph

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Term 1

Thursday 30th November 2023

[BOOK HERE](#)

Virtual live / In-person training sessions

Collective Worship

To book a place at one of these training sessions please visit our training platform

[ROCHESTER DIOCESAN BOARD OF EDUCATION - Book a Course](#)

Help! I'm the new Collective Worship Leader

A session for leaders new to leading collective worship. Come and explore the expectations and responsibilities of the role with other new CW leaders.

Audience: Collective worship leaders new to the role

Format: Live Zoom

Time: 2.00pm – 4.00pm

Led by: Natalie Ralph

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Term 1

Thursday 12th October
2023

[**BOOK HERE**](#)

Planning and leading acts of collective worship & involving pupils in worship

This session will explore the structure of an act of worship and practical ideas for planning a range of experiences within it.

The second part of the session will look at strategies for engaging pupils in planning, leading and evaluating acts of worship in school.

Audience: CW leaders, teachers, governors and clergy

Format: In person

Venue: The John Wesley CE Methodist Primary School, TN23 5LW (in Canterbury Diocese)

Time: 1.30 – 4.30pm

Led by: Natalie Ralph

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Term 2

Wednesday 22nd
November 2023

[**BOOK HERE**](#)

Virtual live / In-person training sessions

Spiritual Development

To book a place at one of these training sessions please visit our training platform
[ROCHESTER DIOCESAN BOARD OF EDUCATION - Book a Course](#)

An Introduction to Spirituality

What is spirituality? What does spirituality look like in a school? How can we recognise and celebrate moments of spirituality in our schools?

Audience: CW leaders, Headteachers, teachers

Format: Live Zoom

Time: 2:00pm-4:00pm

Led by: Natalie Ralph

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Term 1

Thursday 17th October
2023

[**BOOK HERE**](#)

Term 3

Thursday 8th February
2024

[**BOOK HERE**](#)

Spirituality: Going Deeper

Following on from 'An Introduction to Spirituality' we will look in detail at what we mean by spiritual development and spiritual flourishing in your school. What can it look like in practice? How can we evidence spiritual development?

Audience: CW leaders, Headteachers, teachers

Format: In person

Venue: The John Wesley CE Methodist Primary School, TN23 5LW (in Canterbury Diocese)

Time: 1:30pm - 4:00pm

Led by: Natalie Ralph

Cost: SLA £50 + VAT Non-SLA £75 + VAT

Term 5

Friday 10th May 2024

[**BOOK HERE**](#)

Pre-recorded training videos – all the videos come with accompanying resources and planning support documents

To gain access to one of the pre-recorded videos please visit this training platform

<https://canterburydiocese-training.thinkific.com/>

| RE training £50 + VAT | Booking link |
|--|---|
| Understanding Christianity KS1 teaching, learning and planning support <i>(Includes how to plan an Understanding Christianity unit video and exploring the Understanding big frieze video)</i> | https://canterburydiocese-training.thinkific.com/courses/understanding-christianity-ks1-learning-planning-support |
| Understanding Christianity LKS2 teaching, learning and planning support <i>(Includes how to plan an Understanding Christianity unit video and exploring the Understanding big frieze video)</i> | https://canterburydiocese-training.thinkific.com/courses/understanding-christianity-ks2-learning-planning-support |
| Understanding Christianity Year 5 teaching, learning and planning support <i>(Includes how to plan an Understanding Christianity unit video and exploring the Understanding big frieze video)</i> | https://canterburydiocese-training.thinkific.com/courses/understanding-christianity-yr-5-learning-planning-support |
| Understanding Christianity Year 6 teaching, learning and planning support <i>(Includes how to plan an Understanding Christianity unit video and exploring the Understanding big frieze video)</i> | https://canterburydiocese-training.thinkific.com/courses/understanding-christianity-yr-6-learning-planning-support |
| Effective RE in EYFS | https://canterburydiocese-training.thinkific.com/courses/effective-re-in-eyfs-1 |
| Judaism KS1 – subject knowledge and planning support | https://canterburydiocese-training.thinkific.com/courses/teaching-judaism-ks1 |
| Judaism UKS2 – subject knowledge and planning support | https://canterburydiocese-training.thinkific.com/courses/teaching-judaism-ks2 |
| Islam KS1 – subject knowledge and planning support | https://canterburydiocese-training.thinkific.com/courses/islam-ks1-subject-knowledge-and-planning-support |
| Islam UKS2 – subject knowledge and planning support | https://canterburydiocese-training.thinkific.com/courses/islam-uks2-subject-knowledge-and-planning-support |

| | |
|--|---|
| Sikh LKS2 – subject knowledge and planning support | https://canterburydiocese-training.thinkific.com/courses/sikhi-uks2-subject-knowledge-and-planning-support |
| Hindu Dharma LKS2 – subject knowledge and planning support | https://canterburydiocese-training.thinkific.com/courses/hindu-dharma-lks2-subject-knowledge-and-planning-support |
| Help! I'm the new RE leader | https://canterburydiocese-training.thinkific.com/courses/help-i-m-the-new-re-leader |
| New to teaching RE in a Church of England school | To follow |
| Humanism KS1 – subject knowledge and planning support | To follow |
| Humanism LKS2 – subject knowledge and planning support | To follow |
| Humanism UKS2 – subject knowledge and planning support | To follow |

| Collective worship training £50 + VAT | Booking link |
|---|---|
| Planning and leading an act of worship | https://canterburydiocese-training.thinkific.com/courses/planning-and-leading-an-act-of-worship |
| Pupil led acts of worship | https://canterburydiocese-training.thinkific.com/courses/pupil-led-acts-of-worship |
| New to leading Collective Worship in a Church of England school | To follow |

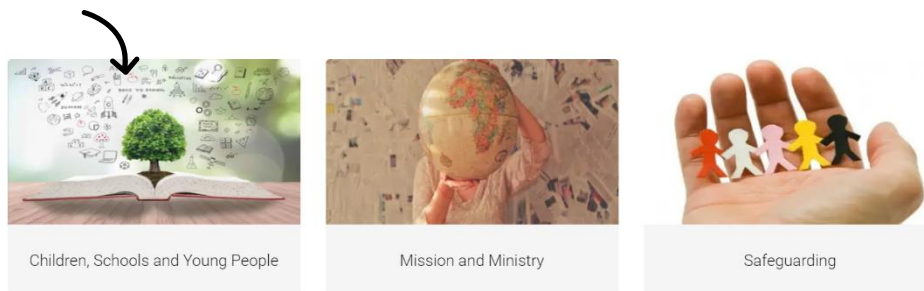
| Other £50 + VAT | Booking link |
|--|---|
| <p>New to working and teaching in a Church school (Those new to post, not ECF teachers)</p> <p>This training session will give teachers an opportunity to explore what it means to work in a Church of England school. It will cover Christian Distinctiveness and best practice in RE and Collective Worship.</p> | https://canterburydiocese-training.thinkific.com/courses/new-to-working-in-a-church-school |

How to book courses / pre-recorded videos, pay and access them

1. Go to the training platform home page <https://canterburydiocese-training.thinkific.com/>
2. Click on sign in (top right hand of the page)
Create a personal account and login. EVERY teacher will need to create their own login to access courses, network events and pre-recorded training videos. Please DO NOT share logins or have one login for a whole school team.



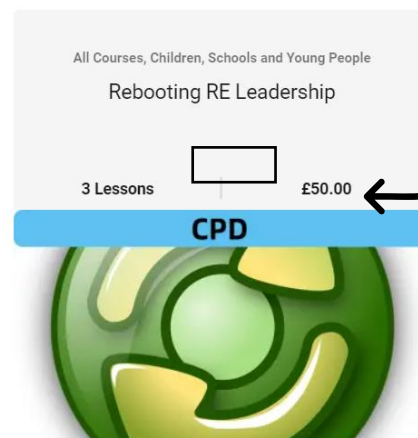
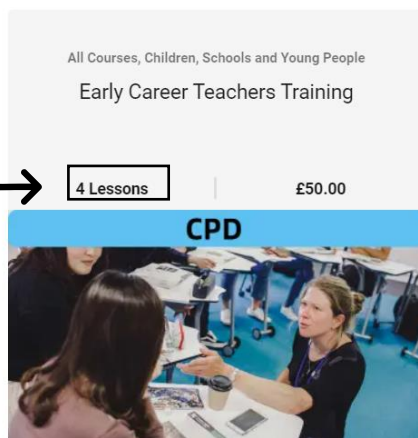
3. Once signed in, Click on Children, Schools and Young People to view all the training sessions and pre-recorded videos.



4. View all the training on offer

This does NOT mean there are 4 lessons or sessions – this figure refers to the number of resources included with the training.

Some courses do have more than one session – you will find this information when you click on the course itself.



The cost on each course is for Church schools that DO NOT pay their core-service contribution and for community school

For schools who do pay their core-service contribution see information about charging below.

5. Click on the course / pre-recorded training video you would like to access.
Click on Buy.
This will take you through to the payment page. If you haven't created an account or logged in, it will ask you to do this now.



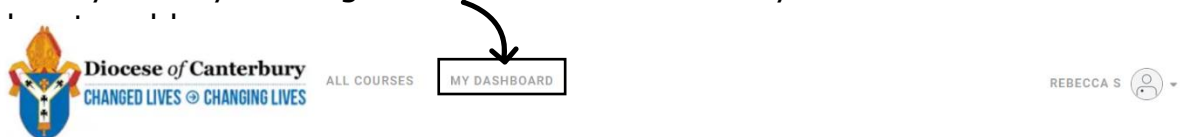
6. You will then be asked to complete your purchase.

If your school pays their core-service contribution, click on 'Have a coupon' and input your coupon code. (This will be given to you by your school finance team)

If your school DOES NOT pay their core-service contribution, then you will need to input a school credit or debit card number to purchase the course.

7. Once the coupon code or payment has been accepted it will say 'Enrol now' and on the next page 'Start learning'. You will get an email receipt for your booking.

8. My Dashboard – When you have booked into a training session or pre-recorded video, you will be able to access the resources and booking links at anytime by clicking on 'My Dashboard' All of your booked courses will



My courses

[View more courses](#)

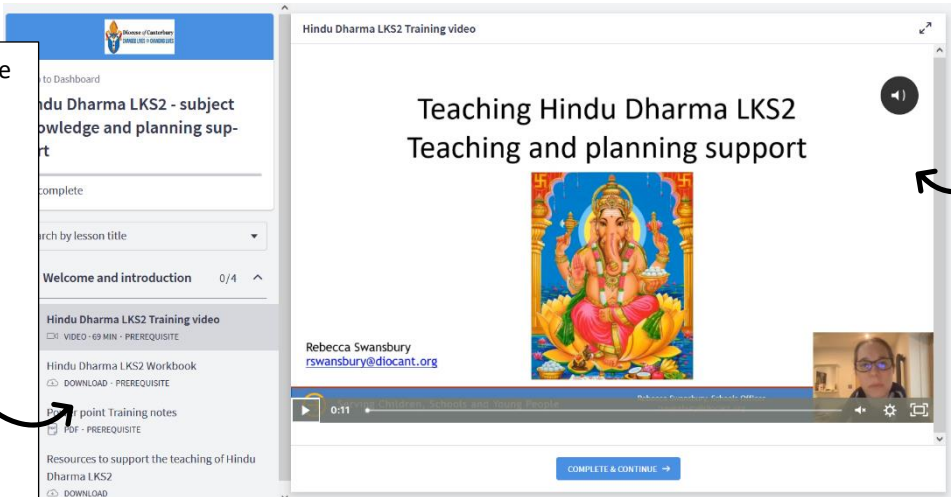
All ▾



9. Zoom links and accompanying resources for each virtual live training session can be found by clicking on each event you have booked onto.
10. Pre-recorded videos and accompanying resources can be found by clicking on the training video you have booked onto.
11. Pre-recorded training videos – These will be available to watch as soon as they have been purchased.

The downloadable resources can be found here.

Some have PREREQUISTE beside them, this means they must be downloaded and used or read to enable you to complete the course.



The videos are embedded into the website, so they can't be downloaded, but can be watched multiple times.

If you have any further questions or queries, please contact Pip Tanton
ptanton@diocant.org

CHARGES

For most courses and events, two prices are shown:

'SLA' refers to those Church schools who make a contribution to our annual Service Level Agreement (see the [SLA page](#) of the website).

'Non-SLA' rates to all other schools and academies outside the SLA.

We are mindful that schools are under exceptional financial pressure and therefore, we have decided not to increase most of our charges for training for 2023-24. The virtual platform and our website, however, enable us to provide a wide variety of training content and to streamline booking.

Please note that all prices exclude VAT.

Booking is essential so that we can monitor our support.

Participants are asked to give at least 48 hours' notice if they need to cancel their place, as all 'no-shows' will be charged for.

Unless otherwise stated, training sessions are charged at a subsidised rate for those schools who enter into the Diocesan Education Service Level Agreement (SLA) – see [Diocesan SLA](#) for further details.

We offer some training virtually and some in person. Please note that in-person sessions are held at various venues in order to offer training jointly to Rochester and Canterbury schools at a cost of :-

- £50 per person plus VAT for a half day (£75 for non-SLA schools)
- £95 plus VAT for a full day (£150 for non-SLA schools)

If the cost is any different to this, it will be stated where the course details are outlined.

Rates for support from a Diocesan Associate Adviser

For SLA schools: £500 + VAT per day, £300 + VAT per half day

For non-SLA schools: £600 + VAT per day, £350 + VAT per half day

COMMISSIONED SUPPORT AVAILABLE FOR SCHOOL IMPROVEMENT

For details about each of the associates and support partners and what they can offer, please refer to the [RDBE website](#).

Leadership Support for Headteachers

Whether you are new in post or an experienced Headteacher, it can be lonely at the top! This is an opportunity for you to talk through issues facing the school with a dedicated experienced adviser. It will be professional, supportive and outside of the performance management process.

The sessions will be based on your needs. It could be a professional discussion or mentoring around a specific development area or non-judgemental, non-management supervision, to help you to think through events or issues. Professional guidance, advice and signposting to further support can be offered, if requested.

The sessions will be professional and confidential.

Different packages can be discussed to suit the individual (e.g. number of sessions and at what frequency). Telephone support can also be added as an additional package if required at a nominal additional fee. Sessions will be charged at the usual SLA Associate Rate (see above).

Coaching for Leaders

We offer coaching to headteachers and school leaders across the Diocese. Coaching helps leaders to reflect on the personal challenges of headship and work through options and ideas without giving direct advice. It helps to build confidence and brings about growth in a safe environment and encourages headteachers and other leaders to focus on the ways forward to achieve their vision. It is a powerful tool and is suitable for both new and experienced leaders. In fact, ALL leaders would benefit from coaching during their career.

Our associate consultants who are trained coaches have received 100% positive feedback. We have several headteachers currently undertaking coaching in a wide variety of roles and situations.

Feedback received includes the following comments:

'The coaching that I have received as a headteacher has been invaluable' 'The quality of coaching was excellent and helped grow inner confidence'
'I was supported by an experienced, high-quality professional with outstanding interpersonal skills'

We offer 3 free coaching sessions to all new headteachers. Coaching for existing leaders can be commissioned. Costs will be charged at the daily Associate Rate (see [Rates](#)).

GENERAL SCHOOL IMPROVEMENT SUPPORT

We can also offer the following:

- Support for Governors with Headteacher Appraisal
- Supervision
- Coaching

SECONDARY SCHOOL SUPPORT OFFER

We are now able to offer specific support to secondary schools which can be responsive to needs. Potential areas of support could be:

School Improvement – identification, articulation and implementation

- Support for the leadership team in making a comprehensive, objective school self-evaluation
- Identifying key lever priorities and establish root causes of challenges
- Honing school development and implementation planning to secure impactful and sustainable change

Whole School Curriculum and Finance - structural, organisational and developmental aspects

- Supporting the crafting of a coherent approach to curriculum
- Working to develop curriculum vision, design and modelling
- Enabling Curriculum Led Financial Planning activity, including support for curriculum & finance benchmarking
- Supporting sustainability and workforce planning
- Advising about whole school principles that underpin development of a knowledge rich curriculum

Teaching and Learning – school approaches to pedagogy and developing effective learners

- Introducing or developing the principles and practice of subject-level curriculum design and assessment and pedagogy
- Providing guidance and ongoing support for specific whole school thematic developments eg:
 - How cognitive science informs pedagogy
 - How meta-cognition and self-regulation can support some learners

Professional Development – training and retaining great staff

- Exploring recruitment and retention matters
- Acting as a mentor for senior leaders new in post or in the implementation of an initiative
- Supporting to deliver evidence-based professional development in areas related to development priorities