

## Middle Level Leadership

Heads of Department/Faculty/Pastoral Leaders/TLR Holders

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## MLL1 Headteacher Recruitment Process

**Audience** Senior Leaders  
Subject and Faculty Leaders

**Overview** *Leicester Learning Services* will provide **tailored support** for your school to:

- provide a quality assurance review of a department or faculty. (Wherever possible, reviews will be conducted by accredited Ofsted inspectors).

**Intended Outcomes** A written report providing:

- A comprehensive analysis of a department or faculty using Ofsted criteria;
- A judgement of progress made against departmental priorities, including Ofsted key issues, where appropriate;
- An analysis of the validity, accuracy and robustness of the self-evaluation processes within the curriculum area;
- An indication of strengths and areas for development;
- Recommended actions.

**Support Approaches** Support may include **some or all** of the activities and areas listed below and will be matched to your specific needs:

- Lesson observations focusing on the quality of teaching and learning;
- Analysis of performance data and curriculum targets set;
- Interviews with senior leaders, head of department/ faculty, staff and students, to triangulate evidence;
- Staff / student surveys;
- Sampling of students' work;
- Sampling of short-term, medium-term and long-term planning;
- Review of the departmental action plan;
- Presentation of findings to the Headteacher, Head of Department/ Faculty and their senior line manager.

Reviews can also be tailored to provide CPD opportunities for staff as well as being used to test the robustness of a department/ faculty's self-assessment.

**Indicative time: 2-3 days** (depending on tailored programme agreed with school)

*Bespoke support would be traded at £550 per day*

## MLL2 Development of Cross-curricular Learning Skills

**Audience** Subject and Faculty Leaders  
Teachers

**Overview** *Leicester Learning Services* will provide **tailored support** for your school to:

- consider how units of work can be developed to effectively embrace cross-curricular skills and dimensions (e.g. identity and cultural diversity; healthy lifestyles; community participation; enterprise; global dimensions and sustainable development; technology and media; creativity and critical thinking);
- enable teachers to embed, deliver and assess personal learning and thinking skills (PLTS) and other key skills identified.

**Intended Outcomes**

- An increased awareness of the application of cross-curricular skills
- The development and implementation of new teaching methodologies.

**Support Approaches**

Support may include **some or all** of the activities and areas listed below and will be matched to your specific needs:

CPD workshops covering some or all of the following areas:

- An exploration of the different ways that cross-curricular dimensions can be embedded within the school curriculum, including project-based learning activity, integration into the standard curriculum, and skills-led approaches;
- Identifying the essential components of an inter-disciplinary curriculum;
- Establishing a planning methodology for cross-curricular projects;
- Assessment methods for cross-curricular projects;
- Practical considerations for a cross-curricular project: potential challenges and pitfalls, timetabling, staffing.

**Indicative time: 2-3 days** (depending on tailored programme agreed with school)

*Bespoke support would be traded at £550 per day*

## MLL3 Pastoral Leadership: Attainment and Progress

**Audience** Pastoral/ Year Group Leads

**Overview** *Leicester Learning Services* will provide **tailored support** for your school to:

- review your current pastoral systems and CPD programme for tutors and staff supporting the attendance, attainment and emotional well-being of students.

**Intended Outcomes**

- An enhancement of the leadership skills of pastoral leads;
- The establishment of a framework of CPD / network support for tutors;
- A greater awareness for tutors of their contribution to improving attendance, attainment and emotional well-being of students.

**Support Approaches**

Support may include **some or all** of the activities and areas listed below and will be matched to your specific needs:

Access to a staff development programme, tailored to the identified needs of the school, which may include twilight workshops and/ or 1-1 support for:

- How to effectively lead and develop a pastoral team;
- How to build and nurture relationships with a tutor group;
- Understanding and interpreting performance data;
- Using student tracking systems to inform interventions and sharing this with parents with parents/carers;
- Dealing with difficult students, staff and parents / carers;
- Learning walks through tutor times to review and develop practice and relationships;
- Brokerage of other support streams (e.g. access to support networks, focussed training, learning visits);
- Review and evaluation meeting to review the impact of the programme within the context of the whole school improvement and professional development priorities.

*This support offer is also appropriate for leaders and teams of teaching assistants/ mentors.*

**Indicative time: 2-3 days** (depending on tailored programme agreed with school)

*Bespoke support would be traded at £550 per day*

## MLL4 Leadership of the Sixth Form

**Audience** Head and Deputy Head of Sixth Form

**Overview** *Leicester Learning Services* will provide **tailored support** for your school to:

- provide leaders of Sixth Form provision with the tools to carry out their role to maximum effect.

**Intended Outcomes** Sixth Form leaders will;

- Have clarity about their expected roles and responsibilities;
- Know how to effectively promote equality and diversity and tackle discrimination;
- Be confident in undertaking a range of monitoring and evaluation activities, which help inform the annual self – evaluation document;
- Know how to effectively deploy resources to support learning, ensure student safety, meeting needs and providing value for money;
- Know how to effectively engage with students, parents / carers and partners to support and promote improvement.

**Support Approaches** Support may include **some or all** of the activities and areas listed below and will be matched to your specific needs:

- Familiarisation and scoping exercise visit which may include a learning walk of facilities and training needs analysis with the Sixth Form leader/s;
- Evaluation of overall effectiveness, including attainment, progress and achievement, teaching and learning and wider well-being outcomes;
- Review of current self-evaluation document and associated evidence/ data with Sixth Form leader/s;
- Guidance on planning for improvement;
- Review of resources to support learning, including staff, accommodation, facilities and technologies;
- Review communication and engagement strategies with all stakeholders which help inform quality improvement and management systems.

**Indicative time: 2-3 days** (depending on tailored programme agreed with school)

*Bespoke support would be traded at £550 per day*

## MLL5 Identified Departments

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**Audience** Teachers  
Senior and Middle Level Leaders  
School Governors

**Overview** *Leicester Learning Services* will provide **tailored support** for your school to:

- meet the development needs of identified departments through a flexible suite of support processes and activities;
- improve attainment, progress or engagement of students through implementing changes in their curriculum, teaching and the development of leadership capacity

**Intended Outcomes**

- Improved performance of identified departments, related to specific development areas identified;
- Improved systems, capacity and practice across staff within the department, relating to specific development areas identified.

**Support Approaches**

Support may include **some or all** of the activities and areas listed below and will be matched to your specific needs:

- Lesson observation, review of appropriate evidence and documentation and discussion with staff to establish departmental development needs and priorities;
- Opportunities identified for focused workshops, collaborative planning and demonstration teaching with department staff as appropriate;
- Brokerage of other support streams (e.g. access to networks, focused training, learning visits etc.) as needed;
- Periodic review with Subject Leader and Line Manager on progress made – triangulation with internal monitoring and evaluation processes.

**Indicative time: 2-3 days** (depending on tailored programme agreed with school)

*Bespoke support would be traded at £550 per day*