

## SUPPORTING SCHOOL IMPROVEMENT SOME EXAMPLES

There are ongoing links between schools and leaders across the Trust to share and deliver best practice. In addition, examples below indicate particular support provided for our schools, responding to different levels of need:

### **Building governance capacity:**

- Providing expertise to a Local Governing Body (LGB) using existing consultants
- Recruiting additional expertise to the Local Governing Bodies
- Provision of a clear programme of work indicating the information a LGB can expect to receive and when it does so, together with modelling different types of challenge
- Encouraging and providing training, both external courses (eg through the National Governance Association) as well as those delivered by senior staff eg safeguarding; financial overviews; performance measures; curriculum oversight etc.

### **Building leadership capacity:**

- Director of School Improvement providing coaching, advice and support to the Headteacher during periods of rapid change and hands-on input
- Extending the leadership capacity within a school to support rapid improvement and high-quality leadership eg additional senior leadership post and consultants
- Expertise and advice provided using existing Trust expertise eg pupil premium, timetabling, and behaviour
- National Leader in SEND providing coaching, advice and support to the newly appointed SENDCO during periods of rapid change and hands-on input
- Providing clear accountability structures within the school, underpinned by a proactive and supportive line management structure
- Middle leader support and training
- Providing a Trust Leader to help develop Personal Development

### **Building subject capacity:**

- Input into subject areas eg schemes of work, teaching and learning development. This has included: English, mathematics, science, geography, history, technology, arts
- Sharing PSHE schemes of work for adaptation in another school.
- Sharing approaches and ideas for careers development, with reference to the Gatsby benchmarks and PSHE curriculum
- Ongoing links between Subject Leaders to develop ongoing resources eg technology, arts

### **Building SEND Capacity:**

The Trust appointed a SENDCO Consultant, using her expertise and knowledge of SEND systems to rapidly develop provision in one of our schools and ensure high standards of provision across the Trust. This has involved her working closely with SEND staff in our schools, developing school level capacity and understanding, as well as introducing structures, systems and parental response expectations to help embed trust and partnership.