

SYSTEMIC KNOWLEDGE-DRIVEN LEADERSHIP



In-School Training and Consultancy Options

SYSTEMIC, KNOWLEDGE-DRIVEN LEADERSHIP

Systemic Knowledge-driven Leadership (SKDL) is a new approach to school improvement and leadership development. It is unique because it presents a rationale for change that leads to greater personal effectiveness at key levels, it offers professional development support and training for role development, and it provides the practical tools with which to implement and manage that change.

Above all, it is based on the experience of schools that have gained an Outstanding Ofsted grading of Leadership through the way that they have used 4Matrix - so we know that it works.

SKDL is a training programme for schools, based on the power of the 4Matrix system, and which focuses on the development of the roles of key personnel:

a. Members of the Senior Leadership Team

We offer an in-school consultancy session for members of a school senior leadership team designed to challenge the robustness of existing arrangements, and to promote development of the individual roles which contribute to functional and effective senior leadership.

b. Subject Leaders

We offer a training session which will examine the role of the subject leader, and develop a practical knowledge of using diagnostic performance tools to investigate the impact of teaching.

c. Performance data leaders

We offer new performance tools and practical support in developing the role of data managers and their line managers to develop high-impact approaches to the use of performance data and research tools.



Module 1. 'Beyond Outstanding' - a session for senior school leaders

This session is designed for members of school leadership teams. The aims of the session are:

- to examine the roles of senior and middle leaders that relate to self evaluation and quality assurance
- to consider where this school is on its journey towards a systemic, data-confident school
- to examine how use of a high-impact performance data system can lead to an Outstanding Ofsted judgment
- to reflect on the place of performance data in relation to school evaluation and inspection
- to look at findings from the National College on In-School Variation as a focus for raising achievement
- to review how the schools' quality assurance systems operate in respect of pupil progress and teaching
- to consider how the subject leader role can be pivotal in the development of QA processes
- to plan further developments in each of these areas, depending on the priorities identified

The likely outcomes to this session will usually include a development plan for the use of performance data for school evaluation, an outline of a practical session for subject leaders, and possibly further support for leadership development or school evaluation and reporting.

Module 2. 'Learning from Within' - a session for subject leaders

This session is designed for subject leaders. The aims of the session are:

- to consider the quality assurance role of subject leaders in relation to school inspection
- to gain practical skills in analysing performance data, and investigating the impact of teaching
- to use diagnostic tools to measure variation in the performance of different teaching groups
- to examine how modern performance data systems can improve the effectiveness of middle leadership
- to look at how standardised lesson observation can support good teaching
- to consider how 'Learning from Within' sessions to spread good practice can extend CPD opportunities
- to review the annual cycle of assessment and reporting to make greater use of performance data

The likely outcomes to this session will include practical knowledge by subject leaders of how to investigate the impact of teaching, a target to produce a subject leaders' report and an action plan for improving quality and consistency across their specialist subject.

Module 3. Optimising the use of Performance Data

This module is designed for data managers, exams officers and assistant headteachers responsible for data, assessment or school evaluation. This module supports the implementation and development of new performance data tools. It will provide support that will total around two hours, and which can be provided through a mixture of face-to-face and remote training.

The aims of the module are:

- to review how data is currently used and to consider its impact on the work of the school.
- to reflect on the current constraints and opportunities for improving the impact of performance data
- to install and set up some new performance data tools and to investigate how they can transform data use
- to look at some example school data and what can be revealed to subject leaders and teachers
- to consider how these tools will be used over a one year cycle
- to plan for how the roles of those responsible for managing performance data can be further developed

The likely outcomes to this session will include the effective set up of the 4Matrix system as a networked resource for others to use, and development of the role of data manager.

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