



EAST OF ENGLAND **SLE PARTNERSHIP**

Information for interested SLEs

2018 - 2019

Session Aims

- ▶ To explore the role of the SLE
- ▶ To understand the application and designation process

History of the SLE

The white paper (2010)

As we create the national network of teaching schools, we will also designate ‘**specialist leaders of education**’ - excellent professionals in leadership positions below the head teacher (such as deputies, bursars, heads of department) who will support others in similar positions in other schools.

As of 2016, the Eastern Region takes responsibility for SLE recruitment and training in the region.

As a TSA, we currently have 18 SLEs that a range of areas of expertise and have been deployed for a range of school to school support work and training sessions.

We are keen to grow this capacity further.

The Vision

Improving outcomes for children

- ▶ leaders supporting leaders
- ▶ drawing on specialist knowledge and areas of expertise
- ▶ being flexible to meet the needs of supported schools
- ▶ sustainability - helping schools improve their own leadership capacity

The SLE concept is closely linked to the vision for teaching schools, since teaching schools are responsible for the recruitment, designation, brokerage and quality assurance of SLEs.

What is an SLE?

- ▶ SLE's are outstanding middle and senior leaders who have the skills to support individuals or teams in similar positions in other schools.
- ▶ They understand what outstanding leadership practice in their area of expertise looks like
- ▶ They are skilled in helping other leaders

“The SLE role allows me to widen my experience outside of my own school, enabling me to offer support, guidance and help to colleagues working in different contexts. It also enhances my own school, as I pick up golden nuggets of experience along the way.”

“It developed my range of leadership styles, as you must be sensitive as an SLE, and empathy with your partner school and colleagues is vital.”

“My SLE role has been a fantastic learning experience for all involved, but especially for me!”

What is the commitment required?

- ▶ Commitment to outreach work
- ▶ Support of their Head Teacher and Chair of Governors
- ▶ Annual audit of impact
- ▶ Attendance at a Core Training Day

Springfield TSA – Our stories

School B needed support because, as a school that had restructured, they were facing Key Stage 2 SATs for the first time and needed guidance around preparation. The SLE worked with the Year 6 staff for 3 days over a period of a month. Together they developed systems for formative assessment that enabled teaching to be carefully tailored to the needs of the pupils. The benefits for both staff and pupils were evident from within a few weeks and the school disseminated key areas to make improvements across the school.

“I always feel nervous when I am deployed at a new school for SLE work but this passes as a relationship with the school is developed. The key is to listen carefully, and try to establish exactly what the school needs - not by imposing the systems from my school but by considering what is best for that specific school community and the colleagues with whom I am working.”

What are the benefits?

- ▶ Being an SLE is an excellent form of continuing professional development (CPD) for middle and senior leaders
- ▶ It enhances knowledge, skills and abilities to improve your current role
- ▶ It enables individuals to demonstrate they are ready to step up to the next leadership level
- ▶ Skills, such as coaching and mentoring that SLEs develop, can be used to support colleagues in their own school
- ▶ It can re-energise and motivate both the SLE and, through dissemination of learning, other staff
- ▶ Learning about different systems and contexts from the schools you support helps you to develop practice back in your own school
- ▶ We know that system leaders benefit from knowing they are helping others to improve and having a positive impact on outcomes for children by using and sharing their own knowledge and skills.
- ▶ Outreach work brings in additional funds for your school - up to £350 per day. Other benefits for the SLE could be decided by the home school!

Process



Application Process - Criteria:

- ▶ Outstanding Middle or Senior Leaders
- ▶ At least 2 years' experience in Leadership
- ▶ Whole school leadership experience
- ▶ Undertaken elements of school to school support?
- ▶ Evidence of positive impact
- ▶ Evidence of successful coaching/facilitation skills

Application Process

Application Process:

The application form and guidance pack can be downloaded from our website.

tsa@springfieldjuniors.net

Application

- ▶ Through the Teaching School
- ▶ State your areas of expertise and experience
- ▶ Submit your application together with two references

Interview

- ▶ 2 parts
- ▶ Presentation
- ▶ Formal questions

- ▶ TS provides a framework by which we assess candidates
- ▶ Panel on which an external person sits also
- ▶ Assess with a detailed RAG report

Core Training Day

- ▶ All appointed SLEs will have to attend a compulsory training day
- ▶ Cost will be £200
- ▶ On completion of this day, a certificate will be given.
- ▶ Further training around the role will be delivered by Springfield TSA