

How we deploy our Specialist Leaders of Education:

Our Specialist Leaders of Education have been involved in a wide variety of projects. The deployments available depend on the interests and expertise of the SLE as well as the needs and funding available:

Initial Teacher Training: SLEs are invited to run sessions for our trainees on their area of expertise, become mentors and support student teachers develop their practice.

Professional Development: Several of our SLEs run CPD workshops for leaders and teachers in other schools. This includes subject specific workshops such as in maths or computing, or workshops with a whole school focus such as supporting British Values through a Rights Respecting Ethos or Social Emotional and Mental Health.

School to School Support:

- **Leadership Development:** SLEs have supported new leaders as well as those who face significant challenge in their schools to build capacity in the leadership team.
- **Subject Specialist:** SLEs can provide subject specialist input to leadership teams; alongside other specialists as required.

Grant funded projects; for example:

- **Specialist Leader of Cultural Education:** thanks to Arts Council funding, A Teach Manchester SLE will be focusing on developing Cultural Education in the city in the next year.
- **Department for Education Funded Early Years Project:** working with the private and voluntary sector to develop practice, CPD and a toolkit for practitioners.

How to apply:

Teach Manchester expects to next open for recruitment in mid December 2016 and close in mid January 2017. Application forms must be supported by a Head teacher reference, and returned by the closing date in each round. Shortlisted candidates will be invited to an assessment day at the end of January.

Application forms and guidance documents will be available on www.teachmanchester.com or contact Rachel Eppy on 0161 226 1773 or rachel.eppy@teachmanchester.com



Information for School Leaders

Specialist Leaders of Education

Specialist Leaders of Education (SLEs) focus on developing the capacity and capability of other leaders so that they have the skills to lead their own teams and improve practice in their own schools.

This may be done through one-to-one or group support and could involve a variety of activities, such as data analysis, coaching, facilitating and training and joint action planning.



Teach Manchester is a cross phase alliance of teaching schools in Manchester. Originally supported by the Manchester Schools' Alliance to develop, it is now Teach Manchester Teaching School Alliance with teaching schools from Early Years to Sixth Form.



About Specialist Leaders of Education

"SLEs are outstanding middle and senior leaders in positions below the headteacher, with at least two years' leadership experience. They have a particular area of expertise (such as a subject area, early years, behaviour or school business management) and a successful track record of school improvement.

SLEs support leaders in other schools. They have excellent interpersonal skills, are able to work sensitively and collaboratively with others and have a commitment to outreach work. They understand what outstanding leadership practice in their area of specialism looks like and can help other leaders to achieve it in their own context.

The SLE role is about developing other middle and senior leaders so that they have the skills to lead their own teams and improve practice in their own schools. This may be done through one-to-one peer coaching or facilitated group support and could involve a variety of activities, such as data analysis, coaching or joint action planning.

SLEs can come from any school or academy, including nursery, primary, secondary, special, pupil referral unit, independent or free school, or sixth form college. **Whilst the individual must be outstanding, his or her school does not have to be.**"

National College for Teaching and Leadership



Benefits to your School:

"Specialist Leader of Education status is an ideal way to formally recognise the leadership talent that you have within your school. St Mary's currently has four SLEs designated in a variety of specialisms and I wouldn't hesitate to put further staff forward at the appropriate point in their career. Staff feel recognised and valued when the suggestion of applying is made to them.

There are no costs to your school for the designation; and once deployed, the deployment can bring in income which contributes towards their time out of the classroom. This income is not ring-fenced, and can be used in any way that supports your school.

However the skills, expertise and confidence that SLEs bring back to my school from their deployments is the most valuable part of the programme. Designated SLEs have the opportunity to network and learn from SLEs in other local schools and nationally, which is valuable professional development for them."

Jenny McGarry, Head teacher

St Mary's Primary School, Moss Side

Fees and Funding

There is no charge to schools or applicants for the Specialist Leader of Education assessment and designation process.

Once a potential deployment is identified, the funding available will be negotiated with the school prior to a firm commitment being made.

Impact of Specialist Leader Deployment

"The maths support has been fantastic. I feel so much more confident in my role as maths lead and your staff meetings and lesson studies have been first class. I feel the school has progressed so much in such a short space of time thanks to your support." **Maths Lead**

"Developing the subject leader has had huge impact. She can work to set standards and work with colleagues on the approaches." **Deputy Head teacher**

"The subject specific expertise of the SLE has had a very positive impact on developing the skills and confidence of our teachers in coding which can be seen in their planning, teaching and assessment. Pupils demonstrate an improvement in security and confidence of learning since we developed our coding provision. The SLE supported and guided us through developing a clear, concise and achievable action plan for computing and represents excellent value for money." **Deputy Head teacher**

"The profile of maths has risen by a great margin. Staff are keen and interested and taking new approaches on board." **Head teacher**

"I am so much more confident in delivering mastery in my class. The CPD was brilliant and very motivating." **Year 6 teacher**

"It is clearly evident that the rights respecting agenda is having a huge impact on the development of the pupils at the SLE's school. They consistently consider their responsibilities and they are developing into fantastic rights respecting citizens." **Head teacher**

The benefits of being an SLE

"I have been an SLE since 2014 and in that time have had a variety of experiences which has enhanced my own practice. Through visiting other schools, and working with other practitioners, I have also been able to take ideas and develop them back in my own school.

I have also received formal CPD from the alliance, and from other partners and funders at no cost to my school. This has developed my knowledge and enhanced my leadership and coaching skills. These skills I can use both in my own setting, on deployment and in my future career.

The role of the SLE varies from deployment to deployment. Some deployments have been challenging, and the support of the alliance and the National Leaders of Education have supported me in these.

The SLE role allows me to have an impact beyond my own school; whilst still being substantially involved in classroom practice. The funding that the SLE deployments bring allow for my release for the deployment itself and for planning time; so whilst the deployment varies my workload, it does not add to it."

Lisa Taylor, Martenscroft Nursery School & Children's Centre