

Celebrate, communicate and be challenged

Schools in Wales come together to showcase impact at OLEVI'S first Welsh conference for senior leaders

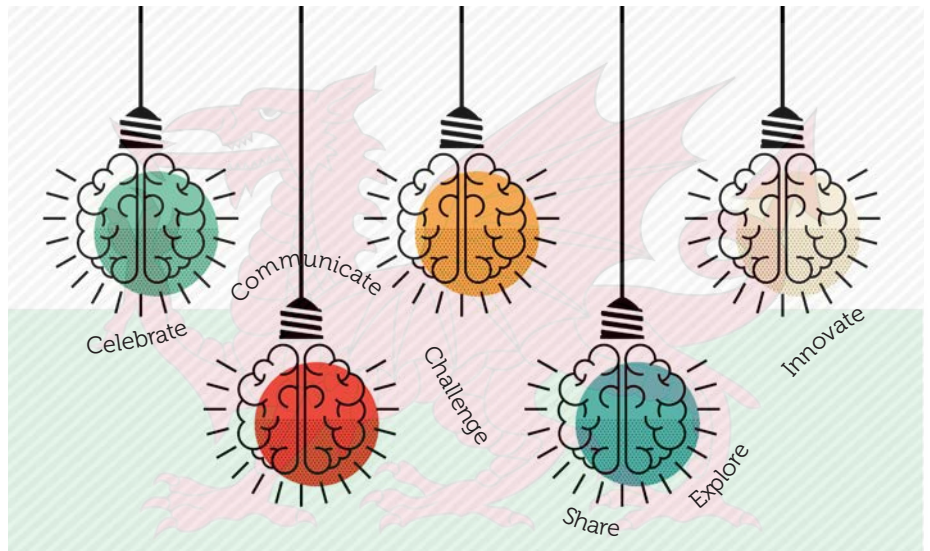
Following a very successful visit in the summer term to our OLEVI schools in Wales – Merthyr College, Trinity St David, Cardiff High School, Tredegar Comprehensive School, Treorchy Comprehensive School, Cwmataw Community School and the South Wales Consortium – it was decided to facilitate our first OLEVI Welsh conference.

The conference, held at The Parkway, Cwmbran in October, gave an opportunity for the head teachers and senior representatives from each establishment to come together to share and celebrate their school's improvement journeys, the impact OLEVI has had on their school, and to debate and set challenges to ensure a continued drive forward.

Richard Lockyer, CEO of OLEVI, began the day by introducing his model, the 'Three Ps: People, Progress and Pride'. The delegates were asked to consider whether we had the right people in the room, is what we are doing is having an impact and finally, are we proud of what we are doing?

Indeed, we were looking for and found leaders in the room who fully understood and engaged with OLEVI's vision, were embedding it throughout their school, and shared this with the other schools. With great pride there was a mutual understanding that they wanted their schools to be accredited as Designated OLEVI Centres.

Eddie Hannifan, OLEVI's Director of



“The challenge, with OLEVI's support, is to maintain the excellent standards already set, and to work together on a strategic journey in developing a world-class system across the principality and beyond.”

Education, went on to challenge delegates' thinking on how we are working with others to create aspirational thinking in our schools.

And, our Designated OLEVI team for Wales, Ros Bartlett and Nikki Meredith, encouraged delegates to drill down on what it means to be a 'Centre of Excellence', exploring how they, as schools and school leaders, develop moral

knowledge, and social and organisational capital within their schools.

This set the tone for the outstanding presentations where the language of excellence was role modelled throughout. It was clear from all the presentations that each establishment is concerned with the impact they are having on their own learning communities and beyond. The schools see OLEVI as the catalyst for the change going on in their school and in their region, driving up standards in teaching and learning, and leadership. Questions posed included: How can we outperform our expectations?

Throughout the course of the day, and from the individual presentations, it became very clear that we did have the right people in the room, who together can make a difference to the young people and colleagues they work with on a daily basis.

The conference proved that the educational establishments have a professional learning community which continually strives to improve learning outcomes for all. We are proud to be part of what is happening in Wales. The challenge, with OLEVI's support, is to maintain the excellent standards already set and work together on a strategic journey in developing a world-class system across the principality and beyond.



Leaders from our Welsh schools share and celebrate their journeys, and look at how together they can continue to drive learning forward

Unlocking Potential with OLE

Royal Wootton Bassett Academy utilises the Outstanding Leaders in Education programme to develop and share a vision across their partnership. Here, Paul Day, Leading Practitioner for Teacher Development, tells us a little about their thinking behind introducing OLE to the syllabus.

"We initially looked to engage with the Outstanding Leaders in Education (OLE) and the Senior Outstanding Leaders in Education (SOLE) to fulfil the need within our partnership schools to develop middle and senior leaders. It was seen that having a common language amongst our leaders and would greatly impact our ability to understand and develop a vision across all of our partner schools. It would also ensure that a coherent approach was available, not only to the partnership as a whole, but in securing the separate identities of all of our schools within our partnership.

Over the last few years we have developed a strong reputation for our teaching and learning, and coaching development, and saw this as the logical step to enhance our leadership provision. Adopting the OLE has allowed us to fulfil all elements of the 'TLC' model and give all of the staff within our partnership the

"I feel more confident as a leader and I have been encouraged to become more reflective as a leader. Having an awareness that some members of staff need more support and knowing that I can effectively role-model this has been a big boost."

"It has been so useful to have dedicated time as a leader to focus on my role and how it impacts others. The use of the what/how model has given me the idea of instantly analysing what I'm doing and the impact it is having on my team."



Delegates receive their certificates on successful completion of OLE.

opportunity to grow in all areas of the model to develop them as all-round outstanding practitioners. We feel that this will help us to achieve our ultimate aim of every child in every one of our schools receiving an outstanding education."

Here is what some of the delegates said about the programme:

"This has been a great opportunity to share experiences and gain advice from other experienced middle leaders. I've challenged my understanding of what I do and what I need to do."

"I feel as though I have been on a huge journey, and this hasn't been the typical 'course' where you find only one thing to take away. I have found everything useful and will use it in my everyday leadership."

SEE PAGE 4 FOR SPRING/SUMMER DATES FOR OUR LEADERSHIP PROGRAMMES

OTP PLUS: Take teaching to another level

We are very proud and excited to announce the long-awaited follow-up to the OTP, arguably the most successful professional learning programme for teachers to date: the **OTP PLUS**.

The programme is a fantastic opportunity, and will challenge the very best teachers to not only improve their own practice but to demonstrate their ability to lead and develop others with them.

The aim of the programme is to take the professional practice of the very best teachers to another level, with the added responsibility of raising the performance of teaching and learning across their whole school.

The programme consists of regular meetings over a term, in which to explore and develop practice in the most complex, subtle and nuanced areas of pedagogy. The learning areas have a strong evidence base, proving them to be most cost-effective in maximising student outcomes. Delegates will be able to explicitly role-model these complex learning processes with others, both teachers and students, enabling effective sharing of knowledge and skills. The cost of the programme is £650 plus VAT.

If you would like to be part of the first wave of **OTP PLUS**, please get in touch! Contact Mona Bhatti: mb@OLEVI.com

Train the Trainers programme will be available soon!

Session	Focus	Date	Time	Venue
1	Conceptualisation & Collaboration	23/04/2018	9.00am-4.00pm	OLEVI Conference Centre
2	Meta-cognition & Self-regulation	10/05/2018	8.30am-12.30pm	OCC
3	APOC 1	25/05/2018	9.00am-4.00pm	OCC
4	In-school Practice			
5	APOC 2	08/06/2018	9.00am-4.00pm	OCC
6	Feedback	15/06/2018	9.00am-4.00pm	OCC
7	In-school Practice			
8	Mastery	29/06/2018	8.30am-12.30pm	OCC
9	In-school Practice			
10	Impact	10/07/2018	8.30am-12.30pm	OCC
11	Action Research Conference	25/09/2018	9.00am-4.00pm	OCC

Embedding a Coaching Culture

How Hayes School is growing its staff and students Beyond Outstanding



Nicki Smith, Lead Teacher, at Hayes School, Bromley, shares her experience of coaching and why her school believes a coaching culture is one of the most important reasons for the school's incredible success.

What first attracted you to the OLEVI coaching programmes?

I became a passionate supporter of coaching after being coached in preparation for taking on a new role in schools as a Lead Teacher. As an OLEVI Professional Coach, I have utilised my experience of the Power of Coaching and Advanced Power of Coaching programmes, and that of my colleagues, to embed a coaching culture throughout the school. Hayes is such an amazing school with such high expectations of students to achieve that teachers want to grow their practice and meet the challenge. Coaching gives outstanding teachers the time – in a non-judgmental environment – to explore an issue and commit to action. It provides a positive, reflective and challenging culture where growth is supported and celebrated.

How have you used your learning from the OLEVI coaching programmes?

▲ 'Formal' coaching programme

This programme is completely voluntary. Fifteen coachees are interviewed and then allocated a coach to help them reflect, evaluate and improve practice and wellbeing;

over six sessions, fifteen coaches are trained and then further supported with termly development sessions.

Evaluations are collected testimonials from coaches and coachees (including those in senior leadership positions) which are filmed and shared with all staff members.

▲ Coaching for all staff

These stand-alone, introductory sessions are for new and existing staff to ensure teachers:

- understand coaching principles; and
- have the opportunity to coach and be coached.

▲ Coaching for all students

Year 13 Formal Coaching programme
A pilot programme aimed at mirroring the Formal Coaching Programme for staff, with fifteen students in Year 13, trained as coaches, coaching students for six sessions.

Years 7 and 8 Coaching programme

Building on the Year 13 pilot, a series of sessions will be delivered to students in Years 7 and 8 by their tutors, ensuring they:

- understand coaching principles; and
- have the opportunity to coach and be coached.

“The leadership at Hayes believes that one of the most important reasons for the school's incredible success is coaching.”

THE PROVEN IMPACT

Personal Impact

The APOC and OPC were the most developmental experience I have had in my eleven-year career, focusing and enriching my practice. This was due to having:



- time to invest in own professional development;
- opportunities to collaborate and share experiences of leading coaching in education in different contexts; and
- chances to reflect and refine coaching skills.

Whole-school Impact

Last year, 100% of coaches and coachees agreed that coaching had:



- provided a supportive and non-judgmental environment for discussion;
- encouraged more of a focus on solutions rather than problems;
- challenged them to improve their practice in some way;
- improved Line Management and Performance Management relationships; and
- empowered them in their professional roles.

“Coaching is a fantastic thing at Hayes which has helped to build trust and positive relationships between colleagues.”

Hayes School Coach

“Regular use of coaching techniques has empowered me in line management and meeting situations so that I can have a solution-focused approach in all settings.”

Hayes School Coach

“Teaching can, at times, be a lonely job. Coaching has helped me a lot in my role to plan my time and sustain a difficult project. It has also helped me to reflect on my own professional development in a non-judgmental way.”

Hayes School Coach

SEE OVER FOR SPRING/SUMMER DATES FOR ALL OUR COACHING PROGRAMMES

Programmes for Spring and Summer 2017-18



The Power of Coaching Train the Trainers (POC TTT)

Date: **JANUARY 24-25, 2018**
 Time: 9.30am-4.00pm (each day)

Date: **MARCH 6-7, 2018**
 Time: 9.30am-4.00pm (each day)

Date: **JUNE 19-20, 2018**
 Time: 9.30am-4.00pm (each day)

Cost: **£680.00 plus VAT**

The Advanced Power of Coaching (APOC)

Date: **MARCH 13 & 14, and MAY 8, 2018**
 Day One (13 March): 1.00pm-4.30pm
 Day Two (14 March): 9.30am-4.30pm
 Day Three (8 May): 9.30am-4.30pm

Date: **JUNE 5 & 6, and JULY 9, 2018**
 Day One (5 June): 1.00pm-4.30pm
 Day Two (6 June): 9.30am-4.30pm
 Day Three (9 July): 9.30am-4.30pm

Cost: **£475.00 plus VAT**

Outstanding Leadership in Education Train the Trainers (OLE TTT)

Date: **MARCH 19-21, 2018**
 Time: 9.30am-4.00pm (each day)

Date: **JUNE 25-27, 2018**
 Time: 9.30am-4.00pm (each day)

Cost: **£680.00 plus VAT**

All programmes will be held at:
 OLEVI Conference Centre,
 Jariram, 6 Gladstone Road
 Orpington
 Kent BR6 7EA

Outstanding Facilitator Programme (OFF)

Date: **JANUARY 16-18, 2018**
 Time: 9.30am-4.30pm (each day)

Date: **FEBRUARY 27-MARCH 1, 2018**
 Time: 9.30am-4.30pm (each day)

Date: **MARCH 26-28, 2018**
 Time: 9.30am-4.30pm (each day)

Date: **APRIL 24-26, 2018**
 Time: 9.30am-4.30pm (each day)

Date: **JUNE 12-14, 2018**
 Time: 9.30am-4.30pm (each day)

Date: **JULY 3-5, 2018**
 Time: 9.30am-4.30pm (each day)

Cost: **£680.00 plus VAT**

Outstanding Teacher Assistant Programme Train the Trainers (OTAP TTT)

Date: **FEBRUARY 20-22, 2018**
 Time: 9.30am-4.00pm (each day)

Date: **MAY 22-24, 2018**
 Time: 9.30am-4.00pm (each day)

Cost: **£680.00 plus VAT**

For programme updates, and latest news from us, and our alliance members



ANNUAL OLEVI MEMBERSHIP

Thank you to all the facilitation schools that have renewed their Annual OLEVI Membership Licence. We look forward to working with you again this year, continuing to help grow excellence in teaching and learning. For those yet to renew their membership licence, please contact Mona Bhatti at mb@olevi.com for more information.

OLEVI MEMBERSHIP BENEFITS

- Part of an educational community that engages in a collaborative ethos and sharing of best practice.
- Staff who feel valued and are invested in to achieve their potential.
- Increased teaching expectations of pupils' learning, thus improved learning outcomes.
- Access to members' area through the OLEVI website.
- Access to the full delegate-level programmes within the Teaching & Learning, Leadership and Coaching Syllabus.
- Free place on 'Member Days', held throughout the year, at the OLEVI Conference Centre.

MEMBER DAYS: DATES FOR YOUR DIARY

Facilitator Refresher Day
 Date: **JANUARY 22, 2018**
 Time: 9.30am-3.30pm

Support Staff Induction Day
 Date: **MARCH 15, 2018**
 Time: 10.00am-2.00pm

Headteacher/Senior Leader Conceptualisation Day
 Date: **MARCH 8, 2018**
 Time: 10.00am-2.00pm

Date: **MAY 17, 2018**
 Time: 10.00am-2.00pm

MEMBER DAYS ARE FREE TO MEMBER SCHOOLS
 There is a fee of **£185.00 plus VAT** to those wishing to attend from non-member schools.

BOOK NOW AT WWW.OLEVI.COM