

Leading Together

A programme to empower leadership teams so all pupils and teachers can thrive





It takes passion and determination to change the story of a child's life

The dedication and skill of great teachers inspire young people to work towards the future they want. And teachers thrive with the support and guidance of a strong leadership team and a powerful school culture.

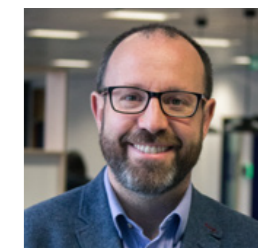
Our country is blessed with so many excellent, committed teachers who deliver extraordinary pupil outcomes against the most challenging of odds. Their work is magnified and sustained by leaders who work together as part of an effective team. It is not about a single heroic leader at the top, but about leaders at every level of the school.

That's why Teach First has developed Leading Together, a comprehensive two-year school improvement programme designed to support whole leadership teams working together to bring about positive change in schools. The programme empowers schools to build an environment and culture that can transform outcomes for pupils.

Leading Together is distinctive in its focus on working closely with a school's entire senior leadership team. While many programmes support individuals, Leading Together – by focusing on the whole team – enables sustained improvements to the whole school and its culture.

Leading Together is currently available to eligible schools across South Yorkshire, the East and West Midlands, and the South Coast, for an April 2019 start. This brochure will tell you more about how our programme can help you, your senior leadership team and your whole school improvement journey. You can find out what participating schools think about the programme by visiting www.teachfirst.org.uk/leadingtogether.

If you have any questions or want to express an interest in joining the programme, please email leadingtogether@teachfirst.org.uk.



Russell Hobby,
CEO, Teach First

What is Leading Together?

Leading Together supports schools to build and sustain strong leadership teams. It's a free, two-year programme aimed at schools in areas of greatest need.

Leading Together is unique in the education sector, providing bespoke support for a school's entire senior leadership team over a sustained period. The programme works to support a school's own improvement journey by building leadership capacity across the team and beyond. The programme helps schools create a culture and environment in which all teachers and pupils can thrive.

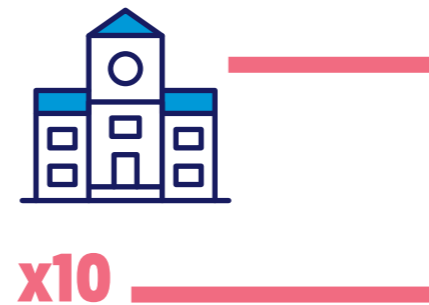
The Department for Education's support allows us to offer the programme free of charge to schools.



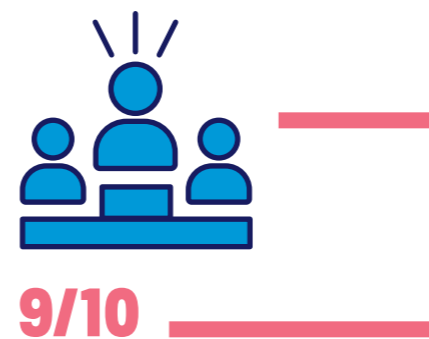
Why does supporting school leadership matter?

The success of a school depends on great leadership. But it's an unfortunate truth that leaders in thousands of schools – disproportionately those in poorer areas – do not get the support and development they need to help them thrive.

Teach First has undertaken extensive research exploring the issue, summarised in our report 'Why supporting school leadership matters'. Here are just some of the many reasons for supporting school leadership.



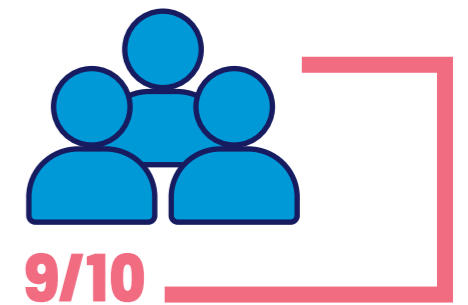
Schools with strong leadership are ten times more likely to improve overall at their next inspection¹



Nine out of ten teachers say support and training to step up to leadership roles would affect the likelihood of them staying at their school.⁴



Focusing on whole team leadership has an effect three to four times greater on pupil outcomes than leadership from transformational 'super heads'²



Nearly nine out of ten teachers and leaders say it's important that leadership training involves the whole team.³

To read more about the research and the programme, go to www.teachfirst.org.uk/leadingtogether

¹ Analysis of Ofsted data
² The Impact of Leadership on Student Outcomes, Robinson et al. (2008)
³ ComRes survey of 800 teachers, Feb/Mar2018
⁴ ComRes survey of 800 teachers, Feb/Mar2018

What do others say about the programme?



“The Leading Together programme has come at a fantastic time for us. We’re going to regroup and write a plan to take the school to outstanding as quickly as possible.”

Linda Emmett, Headteacher, All Saints Catholic College



“I’m looking forward to working with a very experienced former headteacher as my Leading Together Achievement Partner. They’re going to be my objective eyes, give me pointers and act as a coach and mentor for both myself and the rest of my team.”

Conrad North, Headteacher, Werneth Primary School



“One of the things I really disliked about being a headteacher was how people would come in, give you advice, take you off your job for a big chunk of the day, give you loads of things to do and then go away. This approach is not particularly helpful, so through Leading Together we aim to bring capacity to the school, to support them and work alongside them.”

John Peckham, Achievement Partner, Leading Together



“It’s not just a quick fix. It’s not somebody coming in for some quick wins to try and improve one area. It’s about a person like myself working in a school for a period of two years to try and develop that relationship with the team, identifying with the head the strengths and the areas to develop.”

Clare Watson-Spence, Achievement Partner – Leading Together



“The fact that Leading Together is looking at those schools that have disadvantaged pupils, in those disadvantaged areas, is critical.”

Nicky Kilvington, Executive Head, Stocks Lane and Carrwood Primary Schools



“Leading Together is a great scheme because it focuses on the whole leadership team. And in a school-led system, we need to make sure that the leadership of every school in the country, particularly in those areas that are under-performing, have the skills and knowledge they need to drive school improvement, to drive high academic standards for every pupil attending those schools.”

Rt Hon Nick Gibb MP, Minister of State for School Standards



How is Leading Together different?

-  **Whole team leadership:** Leading Together is unique in working closely with a school's entire senior leadership team. By focusing on the whole team, the programme enables sustained improvements to the whole school and its culture.
-  **Bespoke and intensive support:** The Achievement Partner is the lynchpin of the programme and works alongside the leadership team for the full two years to tailor the programme to the school's individual needs.
-  **Sustainability:** The programme is about equipping schools with the capacity and expertise that can support lasting change.
-  **Evidence-informed:** The programme is built on and informed by a robust research base to support schools to implement the best ideas and practice from the sector.
-  **Teach First's expertise:** We have worked in partnership with thousands of schools serving low-income communities, providing outstanding training for over 15 years. We are drawing on our significant expertise and wider community to design and deliver this programme.



Is my school eligible?

Leading Together is focused on making a real and sustained difference to the lives of children who need it the most.

We are therefore working with primary and secondary schools in areas of greatest need (based on the government's 'achievement excellence areas'), predominantly schools that have been graded 3 or 4 by Ofsted or those in an Opportunity Area at risk of falling to a lower category at their next inspection.

The first cohort of schools started the programme in April 2018. For cohort 2 (starting in April 2019), we are focusing on schools – meeting the selection criteria – across South Yorkshire, the East and West Midlands, and the South Coast.



For more information visit
www.teachfirst.org.uk/leadingtogether
or contact leadingtogether@teachfirst.org.uk

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