



Southwark Standards Team School improvement offer

Children first - improving lives and outcomes for all

 @lb_southwark  facebook.com/southwarkcouncil



Children first - improving lives and outcomes for all

We are proud to introduce our newly formed school improvement offer which gives schools the opportunity to access full support from our experienced team, and choose from a range of services to meet individual and school needs.



Our vision

Southwark Standards Team are committed to working in partnership with all schools to improve outcomes for young people and families by strengthening our collaborative, collegiate and inclusive approach to high quality informed and effective school improvement.

We will uphold high standards, ensuring fair access to opportunities for education and learning, whilst advocating the unlocking and promoting of learning potential for all.

Our commitment

We will work with you to:

- Build a community of schools which meets the needs of all our children
- Provide support and challenge as schools develop and grow
- Offer a bespoke service which is responsive, proactive and flexible to the needs of all
- Champion your independence and diversity so that no school or child is left behind

Southwark Standards Team

Southwark Standards Team provides flexible, high quality teaching and learning, leadership and business support to schools and educational settings in Southwark and beyond. Southwark Standards Team consists of highly respected and experienced former primary and secondary school headteachers, senior leaders and consultants with a vast array of expertise in curriculum development, teaching and learning, leadership and management, self evaluation and assessment.

As a not for profit organisation, resources are continually re-invested into schools.

We guarantee

From April 2018 the Southwark Standards Team will continue its commitment to the community of schools in Southwark through its Universal Provision and a traded core school improvement offer.

These packages will enable schools to continue to develop and improve. The offer is specifically designed to secure the highest possible outcomes for all of Southwark's children and young people.

We offer

- Incisive, personalised and timely interventions supported by an in depth knowledge and understanding of schools, their contexts and the communities they serve
- Rigorous and sharply focussed analysis which both supports as well as challenges schools
- Approaches which have the best interests of each and every school at their heart



Universal provision

These are statutory services available to all schools in Southwark. We have a statutory duty to act where schools are causing concern. In these circumstances we will take early, swift and decisive action. This is our contribution to ensuring that there is capacity to fulfil our accountability duties.

www.gov.uk/government/uploads/system/uploads/attachment_data/file/510080/schools-causing-concern-guidance.pdf

School improvement offer

Core package

The core package gives schools access to a range of high quality school improvement services. We hope that every school in Southwark, as a minimum, invests in the core package.

This enables us to develop the quality and range of services, whilst protecting the unique characteristics of our schools.

Schools buying into the core package will receive preferential rates for additional bespoke packages and Stand Alone Evaluation and Appraisal Work.

Bespoke packages

These bespoke packages are designed in units of three days as continuous and sustained improvement activities.

Bespoke support packages are offered at a preferential rate and will be tailored to your school's specific needs.

Stand Alone Evaluation and Appraisal

These are short, sharp and focused activities to facilitate rapid change or identify priority areas.

Additional Adviser and Consultant days

Personalised support and advice.

Core package

The core package gives schools access to a range of high quality school improvement services.

Support will be provided by a dedicated team of experienced advisers and consultants including Senior Advisers with significant headship experience, many of whom have considerable Ofsted inspection experience.

The core packages are designed to support your school throughout the academic year to:

- ✓ Systematically evaluate and develop an aspect of school improvement
- ✓ Encourage reflective practice and measure impact over time
- ✓ Build capacity at all levels
- ✓ Ensure sustainability and embed change
- ✓ Inspire innovation and facilitate partnerships

The core package will allow schools to access the following services:

Named Senior Adviser support for your school

- **Three half day** visits from a named Senior Adviser per year
- Three additional half day visits, the focus of which can be brokered and agreed with the Senior Adviser
- Brokering support for your school with established traded services (Human Resources, Governance and Newly Qualified Teacher (NQTs))
- Telephone and email access to a named Senior Adviser – who has direct access to a range of Southwark Council services and expertise

Early Years Foundation Stage consultants

- **Six half day** visits from a named Early Years Foundation Stage (EYFS) Consultant per year
- Telephone and email access to a named EYFS Consultant – who has direct access to a range of our services and expertise
- Brokering support for your school with established traded services
- Access to strategic advice and guidance from an experienced Early Years Adviser

The following activities may be used as part of your allocated Senior Adviser/Early Years Foundation Stage Consultant time

- Senior Adviser for Special Educational Needs and Disabilities (SEND) beyond the statutory requirements
- Access to a specialist school data team via your Senior Adviser

Communications and updates

- Access to half termly headteacher breakfast briefings
- Regular information bulletins and updates via email for headteachers/ principals and governors chairs/clerks
- Briefing papers and updates on national policy including Ofsted
- Notification of special initiatives and opportunities, e.g. Southwark Awards, Champions initiatives
- Full access to the leadership and management and Early Years Foundation Stage sections of the Southwark Schools website
- Record of visits to be used as evidence of external challenge and validation
- Access to an experienced, knowledgeable and professional Business Support Team

Recruitment and retention

- Initial support and advice to school leaders when considering recruitment and retention issues, including the brokering of other services
- Representation at university recruitment fairs
- Signposting to Southwark Council recruitment incentives e.g. leisure and cycle to work schemes

Continuing professional development (CPD)

- Preferential rates for CPD and significant savings for bespoke packages
- Ongoing network support and advice for headteachers in their second year of headship
- Assigned credits to be redeemed against selected high quality CPD
- Access to recently qualified teacher network meetings

Resources

- Subscription to Comparison and Analysis of Special Pupil Assessment (CASPA) to assist with the analysis and evaluation of attainment and progress of pupils with special educational needs and disabilities
- Discounted subscription to The Key
- Reduced cost of personalised Super School Profile
- Subscription and membership to Consortium of Local Education Authorities for the Provision of Science Equipment (CLEAPPS)
- Access to Southwark Tracking and Assessment Record (STAR) (English, Maths and Science) updates



Bespoke packages

The bespoke packages are in units equivalent to three days. They are continuous and sustained activities and interventions which are proven to have greater impact and will be tailored to your school's specific needs.

The bespoke packages reflect the wide range of expertise within the Southwark Standards Team. These can be offered on a whole school basis or targeted in specific areas of leadership and management, such as Early Years Foundation Stage, SEND, Personal, Social and Health Education, Curriculum Leadership and Assessment.

When purchased with the core package the following bespoke support will be offered at a preferential rate.

Leadership and Management

We offer a wide range of services, support and guidance for leadership at all levels in your school. Our aim is to support you with short, medium and long term planning so that leadership capacity is developed, secured and sustainable. By working in close partnership with your leadership team and governing body, key identified areas of your School Improvement Plan and School Evaluation can be successfully addressed.

Curriculum and Assessment

These packages support schools and leaders in providing a curriculum that has suitable breadth, depth and relevance. The packages also meet any relevant statutory requirements, as well as the needs and interests of children. They also reflect the local community and national priorities. Support is provided by a dedicated team of experienced advisers and consultants with expertise in the curriculum:

- Science teaching and learning
- Moderation package
- Dialogic teaching package
- EYFS Curriculum

Activities can include:

Building Effective Leadership Teams

Working strategically alongside middle, senior leaders and governors establishing roles and responsibility and ensuring accountability for standards.

- Phase leader development
- Core and Foundation subject leader effectiveness

Headteacher recruitment

The team have a very positive track record in working alongside Governors to succession plan for the successful recruitment of headteachers for Southwark schools.

- Planning and liaison with HR, support with shortlisting, preparation for interview tasks and attendance at interview

Raising Achievement

Adviser and consultant support in order to bring about improvement in an identified area.

- Ensuring progress for all across a key stage or subject
- Behaviour for learning and personal development, behaviour and welfare

Data Analysis and Evaluation

Guidance and training to facilitate effective data analysis and evaluation.

- Subject and middle leader development
- Senior leadership and Governor support (only applied if bought into the Governor service level agreement)

Whole School Review using the Ofsted framework

- Audit of school using Ofsted criteria by a team of advisers with considerable Ofsted inspection experience appropriate to the size of the school
- Detailed verbal and written feedback to school leaders including Governors



Tracking Outcomes for Pupils

Agreed identification of specific groups using a range of evidence to plan, monitor and evaluate progress over time.

- Longitudinal study on underperforming groups

Monitoring and Evaluation

Joint monitoring, professional development opportunities encompassing a range of evidence gathering activities.

- Governor Achievement Groups
- Progress review meetings
- Learning walks, observations, book scrutiny over time

Stand Alone Evaluation and Appraisal

These activities are designed to:

- Be short, sharp and focused
- Facilitate rapid change or identify priority areas

Days bought as part of your investment in the core package can be used for these activities in negotiation with your Adviser.

Headteacher Performance Appraisal

A dedicated Senior Adviser who has a relationship with you and your school will carry out Headteacher performance appraisal that is fully compliant with national requirements.

- It includes full facilitation for governors, full analysis of current practice and recorded documentation founded in a deep knowledge and understanding of your school and Southwark

Curriculum Evaluation

Recent announcements from the HMI Chief Inspector make clear that during inspection Ofsted will focus on the wider curriculum. This audit will enable you to assess current practice in relation to the perceived versus the delivered curriculum.

- We adopt a triangulated approach to gathering evidence that includes concise verbal and written feedback to senior management

Health and Wellbeing Evaluation

This Health and Wellbeing evaluation will enable you to assess current practice in relation to health and wellbeing for educational settings.

- We adopt a triangulated approach to gathering evidence that includes concise verbal and written feedback to senior management

Safeguarding Evaluation

This evaluation will support you to assess and ensure safeguarding is effective and embedded within your school in readiness for inspection.

School Improvement Documentation Check

A Senior Adviser will carry out an in-depth analysis and evaluation of key documentation with concise feedback and recommendations. For example:

- School evaluation plan
- School improvement plan/post Ofsted action plan
- Subject leader action plan
- Early years provision map/action plan



Southwark Standards Team

Continue your investment in a community that is dedicated to promoting the unique characteristics of schools in Southwark and puts you at the heart of the commitment to building, strengthening and investing in schools for the benefit of children and families.

You and your governing body have the opportunity to invest in a core package that is excellent value for money and provides access to a wide range of additional services at a preferential rate.

A named Senior Adviser will be your point of contact to all other services in Southwark and you will benefit from a wealth of expertise from a highly experienced school improvement team.

Your investment ensures that we will be there when you need us.

✉ cpdenquiry@southwark.gov.uk
☎ 020 7525 3804
🌐 schools.southwark.gov.uk

Children's and Adults Services Department
Standards Team, Hub 2, 4th Floor
PO Box 64529, London, SE1P 5LX

