

VISION OF MENTORING EXCELLENCE

CONFERENCE 2022

Keynote Speakers include:

Katharine Birbalsingh CBE

Headteacher Michaela Community School, Social Mobility Commissioner

Professor Rachel Lofthouse

Professor of Teacher Education, Carnegie School of Education, Director of CollectivED

Mike Buchanan

Headteacher, Founder Positively Leading (coaching/mentoring and strategy consultancy)

Mark Pritchard

Executive Principal, Leadership Development Coach, Researcher

Fe Brewer

Lead Teacher Educator, Mentor, Author

Andrew Cowley

Speaker and Author, Coach for Designated Mental Health Lead, Leeds Beckett University

Katherine Golding

New Teacher Development Lead, Assistant Head of Sixth Form



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CONFERENCE AIMS

Recent findings show that teacher recruitment and retention challenges continue with substantial risk that a large range of secondary subjects will not meet recruitment targets. Current research also shows that teacher exit rates are creeping up, with a growing number of senior leaders reporting of increased teacher turnover.

The significance of the impact of these challenges has led to the development of DfE ECF, rolled out in September 2021, to provide high quality support to teachers throughout their careers, and particularly those in the first years of teaching when the learning curve is steepest.

One year on, the changed and changing landscape of new teacher development is bringing about a whole new set of questions, challenges and opportunities regarding new teacher development, new approaches to mentoring, an exciting time for taking on the opportunities, and relooking at ECT development from new perspectives, innovations and ambitions.

The conference is aimed for all senior leaders who are involved in new teacher development, mentoring new teachers, recruiting and retaining teachers. It brings together renowned, leading experts in the field, including **Katharine Birbalsingh** (*Headteacher Michaela Community School, Social Mobility Commissioner*), **Mike Buchanan** (*Headteacher, Founder Positively Leading*), **Professor Rachel Lofthouse** (*Professor of Teacher Education, Carnegie School of Education, Director of CollectivED*) and **Mark Pritchard** (*Executive Principal, Leadership Development Coach, Researcher*) alongside other high-calibre ECT professionals.

BENEFITS OF ATTENDING

- Gain insights into the challenges faced by mentors in the changed mentoring landscape.
- Create a vision of excellence underpinned by new perspectives in mentorship.
- Gain strategies on measuring the impact of mentoring excellence in your school.
- Take away strategies to develop, challenge and stretch new teachers learning to develop their vision for effective teaching in their phase/specialism.
- Hear from leading experts who are driving improvements in the field of mentoring and early career teacher development.
- Find out more about how to achieve a thriving mentoring culture of high expectations, high challenge and high reward.
- Discover how to address recruitment and retention crisis through effective mentorship.

WHO SHOULD ATTEND?

- Heads of MATs and Trust Alliances
- Headteachers, Vice Principals, Deputy Principals
- Deputy and Assistant Headteachers
- Mentors
- Teachers responsible for Mentors
- Leaders of Further Education
- Leaders of Higher Education
- Secondary School Leaders

PROGRAMME

TIME

Introduction & Welcome

- The latest in the changed Mentoring landscape in the new ECT Framework

Chris Jones *Keynote Educational*

9.45am - 9.50am

A Vision of Excellence: New Perspectives in Mentorship

- How to be a better mentor to new teachers so that they excel in the profession
- How to recruit and retain teachers
- How to ensure the whole school supports new teachers
- How to develop systems to get the most out of the newest staff
- How to make good practice contagious
- How in the end, this increases social mobility for all

Katharine Birbalsingh CBE *Headteacher Michaela Community School, Social Mobility Commissioner*

9.50am - 10.50am

Q & A & Discussion on Revolutionising Mentoring in 2022

Katharine Birbalsingh CBE *Headteacher Michaela Community School, Social Mobility Commissioner*

10.50am - 11.00am

MORNING BREAK

11.00am - 11.20am

Leading a Culture of High Quality Mentoring Expertise

- The role of senior leaders in ensuring whole-school mentoring excellence
- Excellent mentoring – what does it look like in practice? What do outstanding mentors do that makes the difference?
- Ensuring a highly supportive but challenging learning environment for ECTs across phase/curriculum specialisms
- Measuring the quality and effectiveness of mentorship; measuring the impact of mentoring excellence in your school

Mike Buchanan *Headteacher, Founder Positively Leading (coaching/mentoring and strategy consultancy).*

11.20am - 12.00pm

Developing Professional Learning in the New Teacher

- Encouraging ECTs to critically consider the complexity of teaching and learning
- Developing critical thinking and reflection, pedagogical practices and impact
- Supporting ECTs in understanding and developing context specific knowledge, professional collaboration and collective efficacy
- Creating opportunities for teachers to experience career achievement and success

Professor Rachel Lofhouse *Professor of Teacher Education, Carnegie School of Education, Director of CollectivED*

12.00pm - 12.40pm

LUNCH

12.40pm - 1.40pm

BREAKOUT STRAND 1

1.40pm - 2.20pm

1A Developing Emotional Mastery in ECTs

- Avoiding the 'Imposter Syndrome', developing confidence in new teachers
- Shifting the mind-set from student to new teacher profile
- Using emotional intelligence to establish relationships with all staff
- Using EI when dealing with safeguarding issues with students, including RSE, LGBT issues

1B Maximising the Potential of the ECF for your Setting and Your ECTs

- Strategies to implement the ECF to align with and develop the vision for expert teaching and teacher development in your setting
- Assessing what needs to be learnt by your ECTs beyond what is listed in the framework in your setting
- Contextualising the ECF
- Monitoring and improving the ECF implementation in your school

Katherine Golding

New Teacher Development Lead, Assistant Head of Sixth Form, former Head of Dept.

1C Using instructional Coaching to Provide Effective Targeted Feedback

- Methods and strategies to understand and develop effective targeted feedback in ECTs
- Developing a repertoire of coaching techniques providing targeted feedback
- Gain an insight into the benefits and drawbacks of instructional coaching strategies
- Explore the coaching cycle of instructional coaching models

Mark Pritchard

Executive Principal, Leadership Development Coach, Researcher

AFTERNOON TEA

2.20pm - 2.30pm

BREAKOUT STRAND 2

2.30pm - 3.40pm

2A Behaviour Management & Classroom Presence Learning for ECTs

- 5 key challenge points on behaviour management for new teachers
- Ways to support ECTs in getting the balance right between being 'over chummy' and too confrontational
- Practical approaches to train new teachers in the intangible areas of classroom presence, authority in the classroom
- Supporting ECTs in managing challenging situations with students

Katherine Golding

New Teacher Development Lead, Assistant Head of Sixth Form, former Head of Dept.

2B Different Approaches to Mentorship: 'Mentoring a Teacher, Mentoring a Novice, Mentoring a Human.'

- Looking at mentorship from a different perspective
- Exploring how mentoring might change when we focus on mentoring a human

Fe Brewer

Lead Teacher Educator, Mentor, Author

2C Supporting the Well-being of ECTs

- Developing the capacity of ECTs to manage their workload and maintain a work-life balance
- Practical strategies to support new teachers in key stress areas
- Embedding strategies to promote wellbeing within a team

Andrew Cowley

Speaker and Author, Coach, Mental Health Lead, Leeds Beckett University

Keynote Speakers

Katherine Birbalsingh is Headmistress and co-founder of Michaela Community School in Wembley, London. Michaela is known for its tough-love behaviour systems, knowledge curriculum and teaching of kindness and gratitude. In 2017, OFSTED graded the school as "Outstanding" in every category. In 2019, GCSE results showed 54% of graded papers getting a grade 7 or above with 90% 4to9 in Maths and 90% 4to9 in English. Katharine read Philosophy & Modern Languages at The University of Oxford and has always taught in inner London. She has made numerous appearances on television and radio and has written for several UK publications. Katharine has written two books and edited a third.... and a fourth called The Power of Culture which has just been published. Whether you agree with Katharine or not, she will make you think. Ms Birbalsingh was appointed Commander of the Order of the British Empire (CBE) in the 2020 Birthday Honours by The Queen. Most recently, Ms Birbalsingh was appointed as Chair of the Social Mobility Commission to begin in November 2021. She is now reporting directly to the government on strategies to ensure that the circumstances of a child's birth do not determine the child's outcomes in life. Follow Katharine on Twitter: @Miss_Snuffy

Rachel Lofthouse is Professor of Teacher Education at Leeds Beckett University and founder of CollectivED The Centre for Coaching, Mentoring and Professional Learning. She has worked in education for 30 years and has maintained a keen interest in understanding and enabling professional learning at all career stages and across education sectors. She has a specific research expertise in mentoring and coaching and has regularly published in this area for 20 years. Her current extended interests include developing practices to support a more sustainable education profession and more inclusive schools, and she is participating in EU funded projects on these areas.

Mike Buchanan is the Founder of Positively Leading, a bespoke coaching/mentoring and strategy consultancy focused on understanding, improving and enjoying. His approach is to help you to discover your strengths and to amplify them so that you feel more alive and perform even more highly. He has been coaching and mentoring school leaders for more than a decade as well as acting as a school reviewer, improvement partner and leadership development specialist.

He was most recently the Executive Director of HMC, the English-speaking world's oldest association of Head Teachers. As a Head, he oversaw the transformation of a small girls' school to a thriving all-age, co-educational day/boarding, independent school of over 1,000 children and young people.

Mark Pritchard is an Executive Headteacher, experienced in learning design, coaching, leadership development and facilitation. He has experience of coaching individuals and teams as well as designing and delivering leadership programmes for varying audiences and organisations, including Pioneer Educational Trust, Teach First, Ambition Institute and University College London (UCL).

He holds a coaching accreditation from GCI, a Master's degree, and is currently a doctoral student at UCL in leadership development. He is a Fellow of the Chartered College of Teaching. Follow Mark on Twitter: @MrMPritchard

Andrew Cowley is a speaker and writer on wellbeing for staff and children in addition to being a coach for the Senior Designated Mental Health Leaders course and the School Mental Health Award with Leeds Beckett University.

As a former Deputy Headteacher with nearly thirty years in primary classrooms, Andrew's writing is informed through his experience as a school leader and classroom teacher.

Fe Brewer is a Lead Teacher Educator and middle leader in Leicester with a keen interest in teacher development and professional learning.

She is also an ELE, co-author of 'Succeeding as an English Teacher', and a Regional Advocate for Litdrive.

Katherine Golding is a former Head of Department and current teacher of MFL of longstanding experience. She has successfully prepared students for GCSE (AQA), A-Level (Edexcel) and Pre-U examinations in French in current and previous iterations of the respective specifications and holds the SSAT Diploma for Innovative Teaching. She currently teaches French and German in mainstream comprehensive education in South Northants and is a marker for both Pearson and AQA. Students in her cohorts have enjoyed the highest percentage of Grades 4-9 in the MFL Department year on year and have gone on to study languages at Oxbridge and other Russell Group institutions. She has both current and historic experience and success in training both new teachers and PGCE students in the skills needed to teach both KS3 and GCSE classes effectively, promoting student uptake and achieving exam success.



“ Superb. A supreme amount of experience and knowledge shared in such a generous and sensitive way. I was really impressed and it gave me so much to focus on and implement within the school. ”

Mayville High School, March 2022

“ Fantastic Day – great to network and delve into Ofsted framework to highlight areas to focus on. Good pace and very informative. ”

Assistant Principal, Worcester Academy, March 2022

“ All speakers were excellent, engaging, approachable, thought provoking! ”

Northwest Technology College, January 2022

COSTS

1st delegate rate	£349 + VAT
2nd delegate rate	£329 + VAT
3rd delegate rate	£309 + VAT

Costs include:

- all speaker presentations
- full set of conference notes
- materials, and resources
- CPD Certificate

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