

SUPPORTING UNDERPERFORMING DEPARTMENTS

CODE 9172

ABOUT THIS COURSE

Department leaders and their staff play a crucial role in inspection success and the quality of their subject curriculums are the main focus of 'deep dives'. Identifying underperformance and supporting subject leaders to tackle this is therefore vital.

This course, aimed at senior leaders responsible for supporting underperforming departments, is focused especially on effective practical approaches, methods and strategies to take back into schools/academies to actively work with, and support middle leaders in improving the quality of their departments to identify what works well.

The practical nature of the course will build in time for discussion, sharing of ideas, resources, as well as hearing from a renowned leadership expert.

PROGRAMME

TIME

The characteristics of an outstanding department

10.00 – 10.50am

- Key identifiers of outstanding departments – what do they look like?
- What makes an outstanding subject leader – what attributes are you looking for?
- Setting high expectations in attainment, student recruitment and enrichment

Identifying the degree of department underperformance

10.50 – 11.30am

- How to use 'deep dives' to identify and analyse strengths and areas of development
- How to use data to improve areas that need developing
- What are the barriers to improvement?

Discussion: coffee break

11.30 – 11.50am

Addressing underperformance through the effective leadership of staff

11.50 – 12.50pm

- How to coach and mentor subject leaders to improve their people skills
- Understand personality types and how best to motivate them
- How to involve the whole faculty team in the journey of improvement, ensuring no one is left behind
- How to have difficult conversations with staff
- How to lead change successfully and create buy-in with staff
- How to lead on curriculum developments to ensure an ambitious subject curriculum

Lunch and informal discussion

12.50 – 1.50pm

Raising Standards – Techniques to drive departmental improvement

1.50 – 2.50pm

- How to improve the quality of TLA through quality assurance, performance management and professional development
- How to ensure subject leads and faculty heads use assessment effectively to identify improvements in pupil progress and outcomes
- How to identify at risk pupils and put in place effective intervention and support strategies
- How to ensure Faculty Heads use assessment effectively to ensure high planning expectations,
- How to adapt planning with regular adaptations to levels of stretch and challenge in the learning and progress, appropriate to pupils' of all abilities.
- How to address and eradicate weaker teaching in their departments to ensure all pupils' abilities and individual needs are accounted for.

Discussion and Afternoon Tea

2.50 – 3.30pm

LOCATION/DATE

London

Wednesday 29 November 2023

WHO SHOULD ATTEND?

- Senior Leaders responsible overall department performances
- Senior Leaders responsible for teaching and learning
- Senior Leaders responsible for the whole-school assessment and data
- Senior Leaders responsible for whole school high expectations, progress and attainment

BENEFITS OF ATTENDING

- Explore the most effective ways to identify the strengths and weaknesses of departments
- Take away effective approaches to raise departmental performance
- Gain knowledge of strategies to move away from a blame/excuse culture and towards an effective collaboration
- Learn ways of supporting pedagogical developments through effective teacher CPD
- Explore ways of improving the quality of teaching through effective quality assurance