OUTSTANDING HEAD OF DEPARTMENT CONFERENCE

Keynote Speakers

Katharine Radice
Educational Consultant

Marcus Sharrad
Director of Coaching and Mentoring, Head of Exercise and Sports Sciences Marlborough College, Wiltshire

Collette Clifford
Educational Leader, School Improvement Advisor and Leadership Coach

Laura Knight
Director of Digital Learning, Berkhamsted Senior School, Hertfordshire

Guy Rands
Experienced Senior Leader

Andy Carroll
Head of Sixth Form, Halliford School, Shepperton

Matt Bromley
Education Journalist, Author, and Advisor

CONFERENCE AIMS

Being a Head of Department is a rewarding and exciting role. However, the initial euphoria of a promotion or leading a new team can often be followed by questions...

- How can you ensure that you lead your team effectively?
- How can express your department vision and do things your way, while embracing your schools ethos and culture?
- How do you keep all your team members happy?

This brand-new conference is designed for all heads of department, new or experienced, that want to take their leadership to outstanding, enact a significant change in direction, build a high performing team, create a positive working environment, and generate improved department performance in the long term.

The conference will address and explore the key challenges and opportunities department leaders face, providing strategies and approaches to ensure foundations are laid for academic and professional success.

BENEFITS OF ATTENDING

- Discover more about the approaches, methods and strategies needed to inspire and develop others in your team
- Gain knowledge on how to implement actionable improvement plans, enhance departmental effectiveness, and drive continuous improvement in teaching, learning, and leadership
- Take away strategies for navigating difficult conversations with colleagues to find mutually acceptable resolutions
- Develop a coherent and sequenced curriculum that promotes deep learning and mastery of key concepts and skills
- Gain insights on how to embed instructional coaching within your professional development model
- Best practices for integrating technology effectively into the curriculum and maximising the impact of digital initiatives on academic success
- Look at how you can transfer your departmental strategic perspective into whole school strategic thinking

WHO SHOULD ATTEND?

- Heads of Department
- Heads of Faculty
- Assistant Heads of Department
- Aspiring Middle Leaders
- Senior Leaders with responsibility for Heads of Department

PROGRAMME	TIME
Introduction & Welcome **Steve Smith** *Head of Professional Development, Keynote Educational*	10.00 - 10.05am
The Behaviours of an Outstanding Head of Department • The decision making, the key challenges and common mistakes • Managing and leading teams; the approaches, methods and strategies needed to inspire and develop others • Communicating the vision, conveying the culture – how do you build it in, get the message across and maintain high expectations and high reward? • How do you develop yourself to ensure you become an outstanding leader? **Katharine Radice** *Educational Consultant*	10.05 - 10.50am
BREAK	10.50 - 11.10am
Know Your Department: 360° Departmental Review • Understanding the purpose and process of a 360-degree departmental review, encompassing feedback from various stakeholders including staff, students, parents, and community members • Effective data collection methods to gather comprehensive feedback on departmental performance and areas for improvement • Analysing and synthesising feedback data to identify strengths, weaknesses, trends, and areas for growth • Develop actionable improvement plans, enhance departmental effectiveness, and drive continuous improvement in teaching, learning, and leadership **Marcus Sharrad** *Director of Coaching and Mentoring, Head of Exercise and Sports Sciences, Marlborough College, Wiltshire*	11.10 - 11.50am
Building Highly Effective Teams • Strategies for fostering trust and collaboration • Techniques for leveraging individual strengths to maximise team performance • Insights into effective team communication and conflict resolution • Practical tools and resources for setting clear goals and accountability within the team **Collette Clifford** *Educational Leader, School Improvement Advisor and Leadership Coach*	11.50 - 12.30pm
LUNCH	12.30 - 1.30pm

BREAKOUT STRAND 1

1.30 - 2.10pm

1A The 6 Stages of Instructional Coaching

- Break down the six stages to the Instructional Coaching Model, Praise, Probe, Action Steps, Deliberate Practice, Plan Ahead, Follow Up.
- What successful implementation looks like in the context of your department
- Embedding instructional coaching within your professional development model

Collette Clifford *Educational Leader, School Improvement Advisor and Leadership Coach*

1B Managing Inspection Visits

- Strategies for gathering evidence and documentation to demonstrate departmental effectiveness and compliance
- Preparing department staff for inspection visits, including tips for managing stress and anxiety
- Interpreting inspection feedback and using it to drive continuous improvement within the department

Matt Bromley *Education Journalist, Author, and Advisor*

1C Conflict Resolution: Applying Theory in Practice

- Using a practical framework to resolve staff conflict and restore healthy relationships
- Techniques for identifying and addressing causes of conflict within your team or department
- Strategies for navigating difficult conversations with colleagues to find mutually acceptable resolutions
- Promoting a positive and respectful work environment, fostering open communication, and building trust in your team

Guy Rands *Experienced Senior Leader*

BREAK | 2.10 - 2.15pm

BREAKOUT STRAND 2

2.15 - 2.55pm

2A Using Digital Technology and AI in your Department Effectively

- The benefits and applications of digital technology and AI
- How digital tools and AI can enhance teaching, learning, and administrative processes
- Best practices for integrating technology effectively into the curriculum, fostering digital literacy among staff and students, and maximising the impact of digital initiatives on academic success

Laura Knight *Director of Digital Learning, Berkhamsted Senior School, Hertfordshire*

2B The Day to Day of a Head of Department

- Managing your time effectively, balancing leadership priorities
- 'Triaging' and delegating the workload, to allow you to prioritise your time
- The variables of the job and keeping a work-life balance – for you and your team

Andy Carroll *Head of Sixth Form, Halliford School, Shepperton*

2C Raising Attainment: Developing a Departmental Culture of High Achievement, High Expectations & High Reward

- Strategies for setting and communicating high expectations for student achievement
- Creating a positive and motivating learning environment that encourages academic excellence
- Effective reward systems that recognise and celebrate student progress and success
- Practical approaches for fostering a culture of continuous improvement and resilience

Katharine Radice *Educational Consultant*

BREAKOUT STRAND 3

2.55 - 3.35pm

3A Outstanding Curriculum Design

- Strategies for aligning your curriculum design with the school's vision, values, and educational objectives
- Developing a coherent and sequenced curriculum that promotes deep learning and mastery of key concepts and skills
- Insights into incorporating interdisciplinary connections, real-world relevance, and diverse perspectives to enhance the richness and relevance of the curriculum
- Practical guidance on curriculum mapping, assessment design, and ongoing evaluation to ensure continuous improvement and responsiveness to student needs and outcomes

Matt Bromley *Education Journalist, Author, and Advisor*

3B A Contemporary Approach Academic intervention

- Investigating the full picture with all related staff
- The role of the Head of Department in making interventions work
- Support+: A coaching/mentoring approach case study
- What are the measures of success?

Marcus Sharrad *Director of Coaching and Mentoring, Head of Exercise and Sports Sciences, Marlborough College, Wiltshire*

3C Aspiring to Senior Leadership – Are You Ready for the Next Step?

- Taking advantage of opportunities, taking on responsibilities, and showing your potential
- Getting noticed: initiating projects that add value to the whole school
- Applying/transferring your departmental strategic perspective into whole school strategic thinking

Andy Carroll *Head of Sixth Form, Halliford School, Shepperton*

CODE 9699

Keynote Speakers

Katharine Radice is an education consultant with 20 years' experience of working in schools. A former Deputy Head, she has taught within the full range of school environments (boarding, day, co-educational, single sex, independent and maintained sector) and in a range of pastoral and academic leadership roles. Her consultancy work focuses on the dispositions that feed or hinder success in a school environment and the importance of understanding the adolescent journey from a 3D perspective, navigating the differences between teacher, student and parent viewpoints. She has a national reputation as a Classics teacher, combining everyday realism with innovative approaches to curriculum delivery.

Marcus Sharrad is the Director of Coaching & Mentoring and Head of Exercise & Sport Sciences at Marlborough College, Wiltshire, where he has worked since 2015. He is a degree-level qualified professional coach via the Institute of Leadership & Management and applies this expertise through his leadership of the staff Professional Development Programme, and through mentoring pupils on the Support+ Programme at Marlborough College.

Collette Clifford is an experienced educational leader, school improvement adviser and leadership coach. With experience of working across secondary, primary and most recently as an Assistant Principal in a special provision school. As part of her role, she supported the personal development and wellbeing of both staff and students. She is passionate about supporting every child to achieve their full potential by investing in the adults that shape and support their development. Consistency, care and collaboration are key features of creating the right culture. She works closely with educators, students and their families to create a pillar of support that encourages everyone to thrive.

Laura Knight is Director of Digital Learning at Berkhamsted School. She has been working as a teacher for twenty years and is responsible for leading the strategic development of technology for teaching and learning, staff training in digital skills, and online safeguarding. She is a disruptive thinker, keynote speaker, coach, and consultant, and is passionate about creative problem-solving. She supports leaders and teachers with exploring the art of the possible, and leverages technology to improve outcomes, systems, and teams, she also has a keen interest in policy, governance, and regulation. She works with the Independent Schools Council Digital Advisory Group, and is a founding member of the Bourne – Epsom Protocol; a national cross-sector working group on AI in education. She has also recently worked as an expert advisor to international governments on educational policy, and supports the ISA and ISBA with training and digital expertise.

Guy Rands is an experienced educational senior leader of 21 years, having managed colleagues in both secondary and primary sectors as well as in maintained and independent schools. With long-standing research interests in conflict management, negotiation and mediation, Guy has successfully resolved many complex conflicts in his own schools but also acted as a third-party mediator in other settings. Known for his effective communication skills and ability to foster collaboration, Guy is dedicated to equipping individuals and organisations with the tools and knowledge to navigate and resolve conflicts constructively

Andy Carroll is Head of Sixth Form at Halliford School, Shepperton. He taught in two challenging comprehensive schools in Yorkshire before moving into the independent sector in 2010. He has fulfilled the roles of Head of Drama, Head of Data and Tracking, Transition Mentor and been Head of every year group from Year 7, through to Year 11. He has been a part of two successful Leadership teams and is currently on the Senior Management Team at Halliford School which was found to be excellent in all areas in 2022. Halliford is a Boys school from 11-16 with a Co-educational Sixth From. During his time in the school Andy has increased pupil numbers in the Sixth Form by over 60% and tripled the number of girls who join the school.

Matt Bromley is an education journalist, author, and advisor with twenty five years' experience in teaching and leadership including as a secondary school headteacher and academy principal, further education college vice principal, and multi-academy trust director. Matt is a public speaker, trainer, initial teacher training lecturer, and school improvement advisor. He remains a practising teacher, currently working in secondary, FE and HE settings. Matt writes for various magazines, is the author of numerous best-selling books on education, and co-hosts an award-winning podcast.

COSTS

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

Costs include:
- All speaker presentations for all sessions.
- Full set of conference notes, materials and resources.
- Sit down 2-course lunch in the restaurant.
- Refreshments upon arrival, mid-morning break and afternoon break.

Keynote
educational