

POLICY STATEMENT: FACULTY ATTACHMENTS – POLICY AND PRACTICE

AIM:

- To support middle leaders* in the challenging task of sustaining improvement over time.
- To ensure consistency and good practice in all areas of the curriculum.
- To enable middle leaders to take a leading role in the whole school self-evaluation strategy.

RATIONALE:

The Senior Management Board's responsibility is to reach agreement with middle leaders about their core purpose and the school's expectation of them in developing and improving the quality of learning. To enable middle leaders to reach an understanding of the role they play in the School improvement process. To meet with middle leaders regularly to review issues related to learning to support them in managing workload and identifying priorities.

Middle leader's responsibility centres on eight strategies for improvement

- Focus on learning and teaching, including using baseline testing/target setting to ensure students achieve their potential and beyond
- Generate positive relationships
- Provide a clear vision and high expectations
- Improve the environment
- Provide time and opportunities for collaboration
- Distribute leadership, build teams
- Engage the community
- Evaluate and innovate

METHODS:

(to include some or all of the following, or additions, as appropriate).

- A spirit of 'consensus' to be created by both parties working collaboratively
 - Regular meeting between middle leader and SMB
 - Work with leaders to undertake standards audit of curriculum area
 - Professional development training, eg Emerging Leaders, NCSL or other similar
 - Consistent agenda for all 'link' meetings, eg Progress in reaching curriculum targets, progress in teaching and learning, progress against school improvement plan
 - SMB responsibility to share good practice across school
 - Include Deputy Leaders of Faculty
 - Middle leaders forum to share good practice chaired by member of SMB
 - Key role in implementing Professional Support programme (with respect to revised Staff Development Policy – due Autumn term 2003)

*Middle leaders can refer to Faculty Heads, Deputy Heads of Faculty, Department or Subject Leaders.

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