

Moving on from 'why': making collaboration work

Inspiring Leadership 2018

Marie-Claire Bretherton

Matt Davis

Maggie Farrar



Welcome and overview

- Setting the scene
- The 5 insights - an overview
- Group exploration of the 5 insights
- Summary & learning outcomes



Collaborative school improvement



Local and global contexts



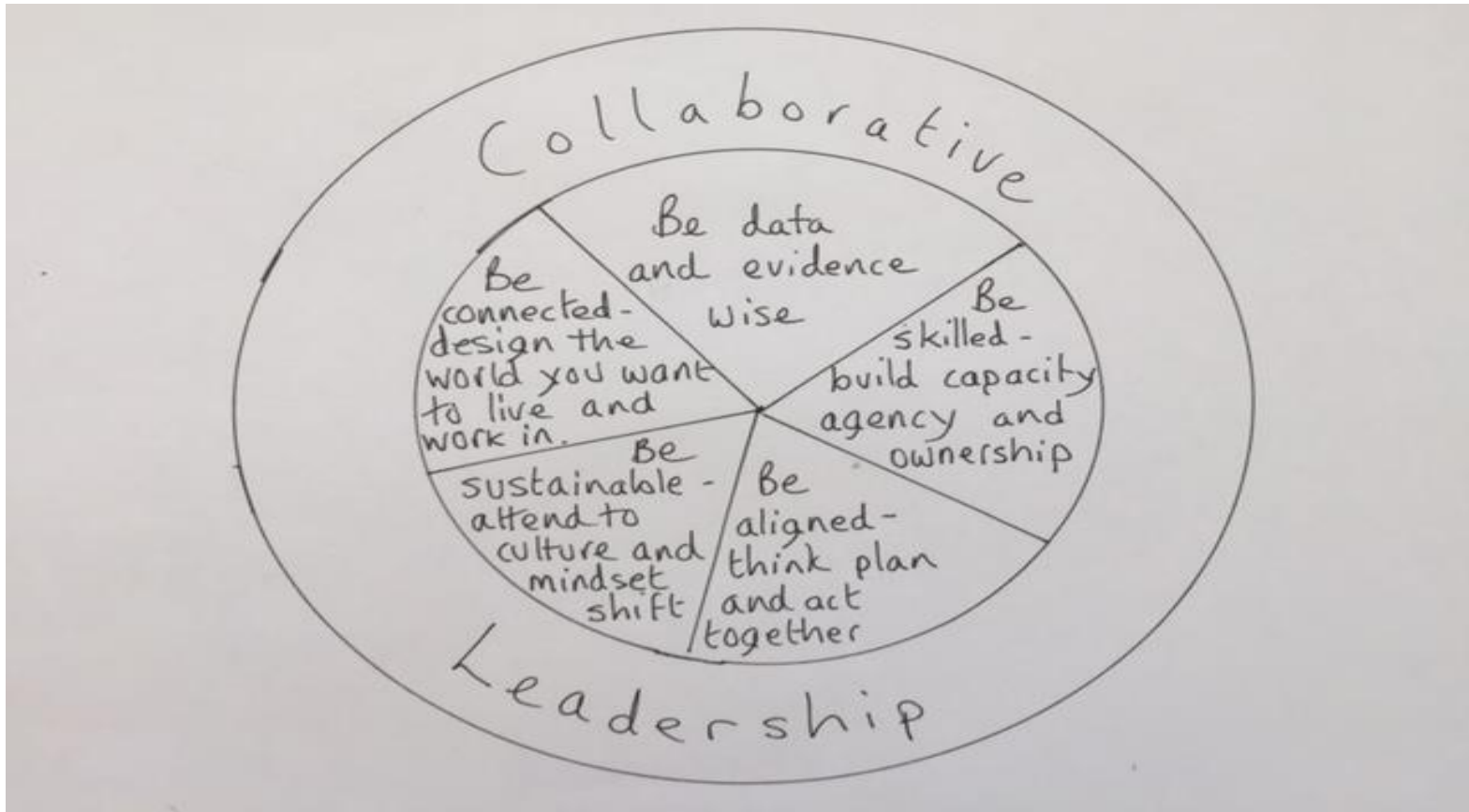


**Learning from practice
and research**



Our obsessions

The 5 insights: an overview and work in progress



How schools are better together



Podcast 16th May



Be data and evidence wise

- Build the skills of enquiry
- Use all forms of intelligence including data to feed the enquiry
- Stay in exploration mode longer than feels comfortable – avoid jumping to quick fix
- Get underneath the intelligence to mine for deep understanding
- Agree which data matters to you as a partnership – obsess about it
- Give both big and small data equal validity



Be skilled

- Build communities of expertise and learning, strengthening connections between all members of the partnership
- Invest in collective conversations about what needs to improve, why and how
- Engage the children and young people – who is the partnership for?
- Strengthen the experience of agency (opportunity, skill and will) at all levels
- Heads coffee club or deep engagement?



Be aligned

- Be 100% clear on purpose – why do we exist?
- Commit to a common set of priorities (2-3) agreed by all, focused on areas of improvement that no school could ever hope to achieve alone
- Make these the basis of peer review, targeted and equity based support and professional learning
- Track and share impact and learning



Be sustainable

- Be clear on 'what we hold in common' and make sure it has the biggest impact on the greatest number of children
- Invest in strategies that build relationships and therefore trust
- Use approaches that allow you to stay 'open to learning' and be attentive to complacency or self protection
- Attend to and acknowledge the competition/collaboration dynamic in a way that strengthens the partnership



Be connected

- Address personal and organisational isolation, for everyone everywhere
- Resist greater system fragmentation
Strengthen local area based approaches
- Minimise 'labels' (MAT, TSA, LA) and maximise shared intent and practice
- Grow the next generation of leaders and teachers who think and act collaboratively first



... and attend to building the skills of collaborative leadership across all 5 insights

- Understand the complexity and benefits of collaborative school improvement - be passionate about it
- Seek out effective practice – and make sure it has a multiplier effect
- Make coherence and reduce isolation – by linking the work of the partnership with other groups
- Take a long term view and resist quick interventions and fixes, instead committed to deep enquiry and sustainable strategies that build collaborative professionalism
- Think and act on behalf of the wider system and the partnership
- Be equally committed and willing to provide support to all aspects of the partnership vision and core priorities



Group exploration of the 5 insights

1. Why is this insight important to you and your partnership?
2. What would be different if you made this insight your current obsession?
3. What are you doing at the moment to model practice in relation to this insight?
4. What are you discovering?
5. What's next for you?

Plenary

A discovery?

A disturbance?

A delight?

mdavis@educationdevelopmenttrust.com

maggie@maggiefarrar.co.uk

Marie-Claire.Bretherton@lincolnmountstreet.lincs.sch.uk