



# Inspiring Leadership Conference 2018

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ICC Birmingham, England

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# Phil Haslett, Bridget Clay and Martin Fleetwood – Teach First

Why supporting school leadership matters - and what  
makes an effective leadership team

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## Session objectives

- To consider the importance of effective leadership.
- To explore elements of the research base behind powerful leadership and consider what this means for teams.
- To discuss and share practical examples of powerful leadership.

## Why does school leadership matter?

- The vast majority (91%) of teachers surveyed said that the quality of leadership is very important to a school's success
- Schools with a better (Ofsted) rating for leadership improved their overall rating at the next inspection in 74% of cases.
- Schools with poorer leadership than their overall rating improved in just 7% of cases, with 40% declining in their overall Ofsted rating at the next inspection.

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## Leadership and learning

“To date we have not found a single case of a school improving its student achievement record in the absence of talented leadership.”

## Leadership and retention

“88% of teachers say that their school offering excellent leadership development opportunities would have at least some impact on the likelihood of remaining at their school.

More than a third (34%) of all teachers say it would have a ‘great impact’.

*Importantly, this rises to 41% of those teachers considering leaving the profession within the next year.”*

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## Themes

- Value-driven
- Vision-focussed
- Strategic
- Organisational knowledge and domain experience
- Collaboration
- Developing relationships
- Integrity
- Resilience

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## What does this mean for powerful leadership teams?

In small groups, consider:

- To what extent do you agree with these themes and why?
- What are the challenges to working in this way?
- What support would you need to overcome those challenges?



## What makes good school leadership?

- Data-driven instruction
  - Observation and feedback
  - Instructional planning
  - Professional development
- 
- Instructional levers
- Student culture
  - Staff culture
  - Managing school leadership teams
- 
- Cultural levers

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## What does this mean for powerful leadership teams?

In small groups, consider:

- How would school leadership teams need to adapt in order to prioritise these levers?
- What are the barriers to prioritising these levers?
- How might they be overcome?

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## Where are we seeing this now?

- Where have you seen great leadership?
- Does it mirror some/all of what we have discussed today?
- What do you think makes it really good?

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## Evaluation - making it 'stick'

- What is the single, key think you will take away from this session?
- How will you apply it?
- What will stop you doing so?

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## Find out more

Read our policy paper on

*“Why supporting school leadership matters”*



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[teachfirst.org.uk](https://teachfirst.org.uk)

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