

WHAT'S ON SCHOOL LEADERS' MINDS?

Working together to tackle the issues we can no longer ignore

Insight and debate

With Fergal Roche

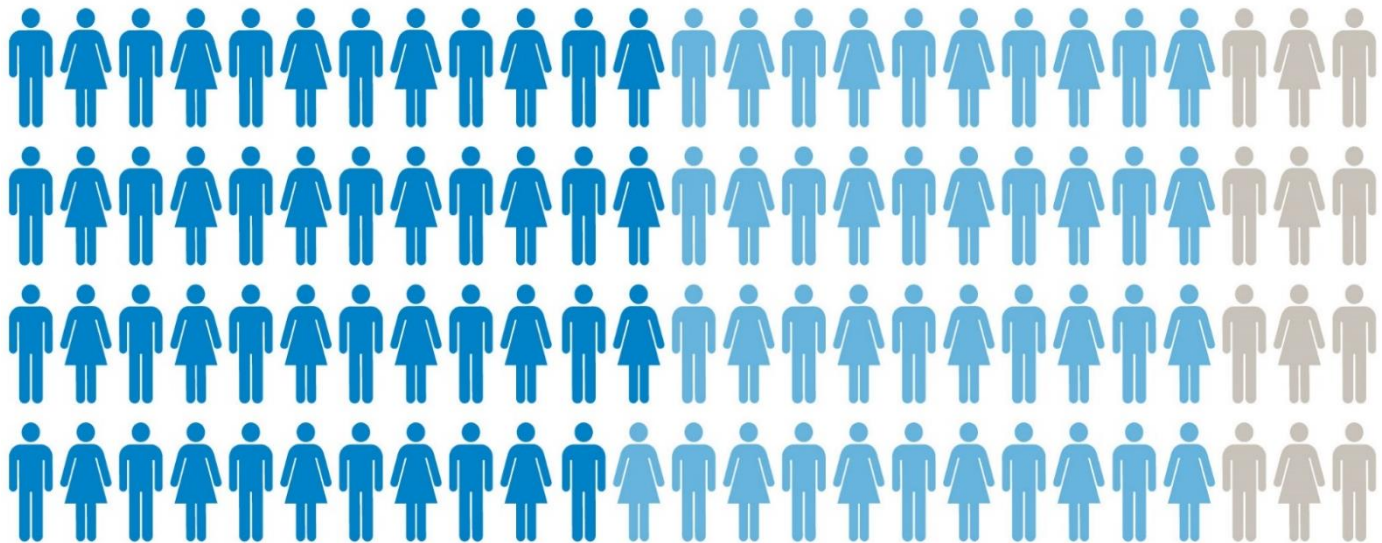
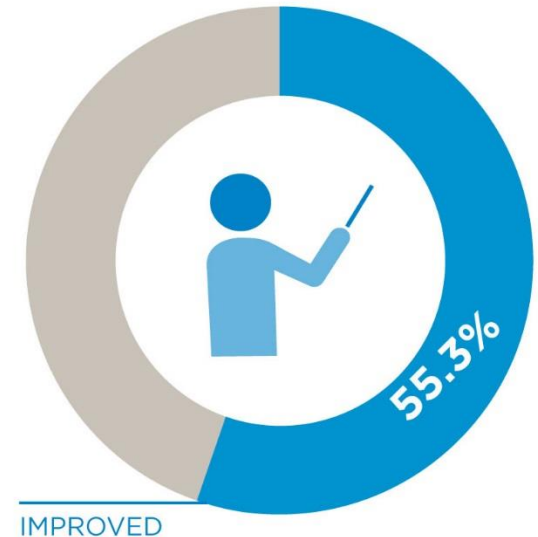
About The Key

- Impartial, trusted leadership and management support to nearly half of schools in England.
- Helping busy school leaders and governors work with increased confidence, knowledge and capacity.
- The Key for School Leaders and The Key for School Governors - instant answers to questions on all aspects of school management.

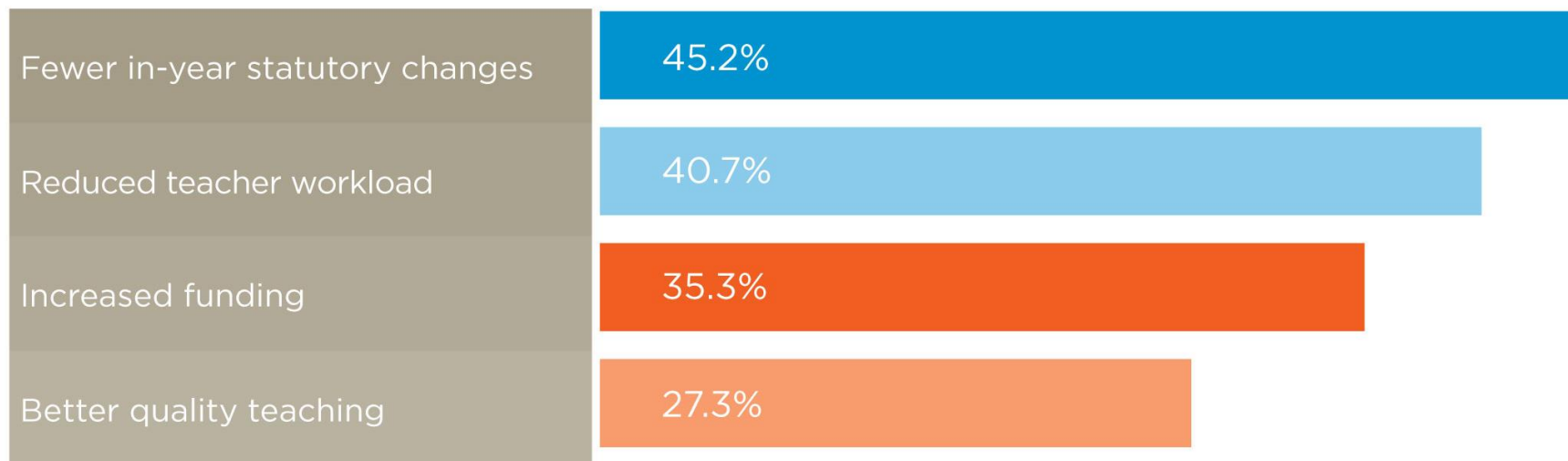
School leaders' views on the current education system

Quality...

- ...of **teaching**...
 - School leaders are generally positive about the quality of teaching in schools.
- ...of **education**...
 - Just under half think the quality of education has improved over the past 5 years.



What would most improve education?



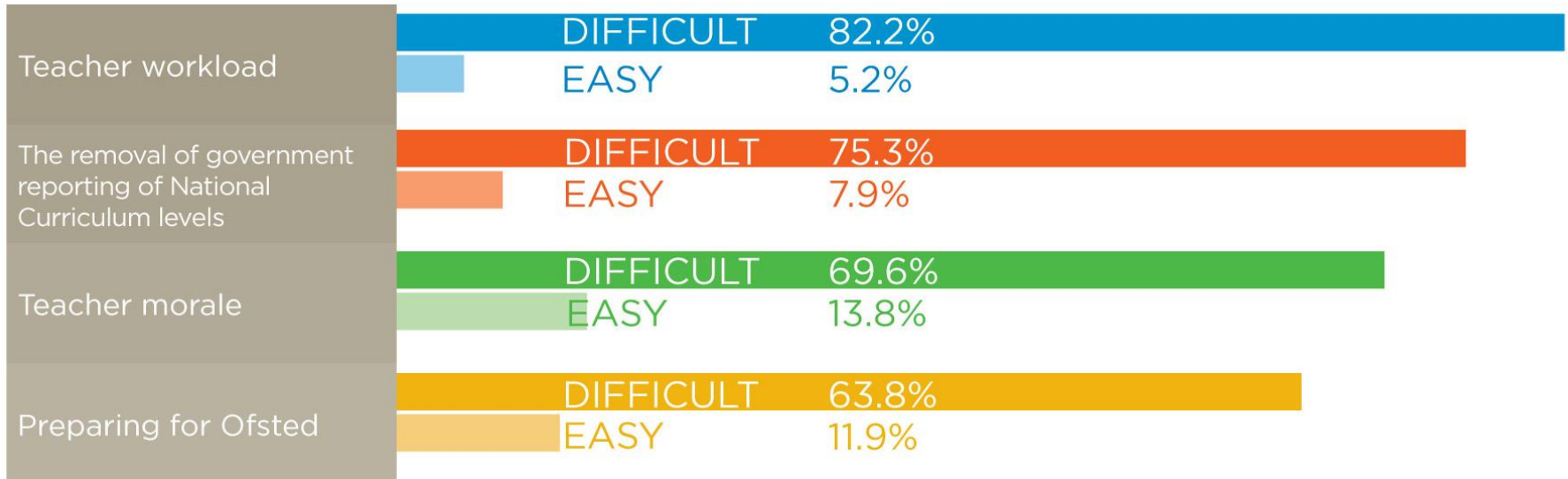
1. Fewer in-year statutory changes (45.2%)
2. Reduced teacher workload (40.7%)
3. Increased funding (35.3%)
4. Better quality teaching (27.3%)

What are the challenges hindering improvement?

Discussion

Top 4 challenges for schools

- What school leaders found difficult to manage over the past academic year:



What about independent schools?

There were three topics that school leaders at independent schools were particularly concerned by:

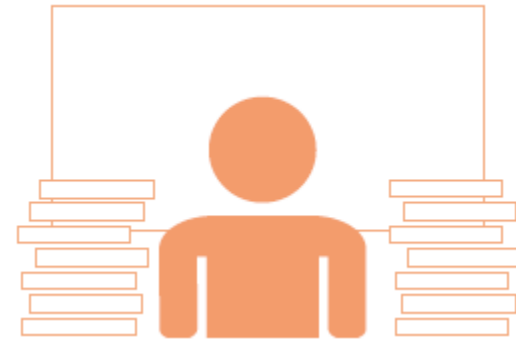
- **Teacher workload**
- **Wellbeing**
- **Perceptions of headship**

1. Teacher workload

Managing teacher workload

- Teacher workload the primary challenge for schools
- More school leaders found managing teacher workload difficult **than any other challenge**.
- A higher proportion of school leaders in **independent schools**, than in maintained schools or in academies found it difficult.

Managing teacher workload



What are schools doing?

1. Seek teachers' opinions – what would they change?

- Conduct anonymous staff surveys
- Working groups to discuss specific issues
- Working week diary

2. Reduce marking and paperwork

- Use a range of feedback methods, like peer review
- Are individual lesson plans necessary?
- How much detail in lesson plans and evidence of planning do you need to see?

3. Make sure teachers get planning preparation and assessment time (PPA)

- Have a strategy in place so teachers get their PPA time
- Use HLTAs or experienced teaching assistants for cover
- You could even change hours of school day - PPA Friday afternoons?

Discussion:

What have you found most challenging when trying to manage staff workload?

What have you found to help/what is the solution?

2. Wellbeing

Getting the culture right



We've all seen these before...

Steps to positive wellbeing for all:

1. Ethos of open communication

- Okay to share stresses and worries
- Anonymous surveys

2. Hold a staff wellbeing day

- Explore methods of stress management
- Mindfulness, company yoga

3. Make staff take breaks

- Discourage working late
- Encourage break taking in shared and sociable spaces

4. It's the small things

- Free tea and coffee
- Occasional light-hearted email

5. Lead by example

- You deserve the break just as much



Put wellbeing first – starting at the top

**School leaders on
their wellbeing:**



92% think work/life
balance could be
improved



78% think family life negatively
affected

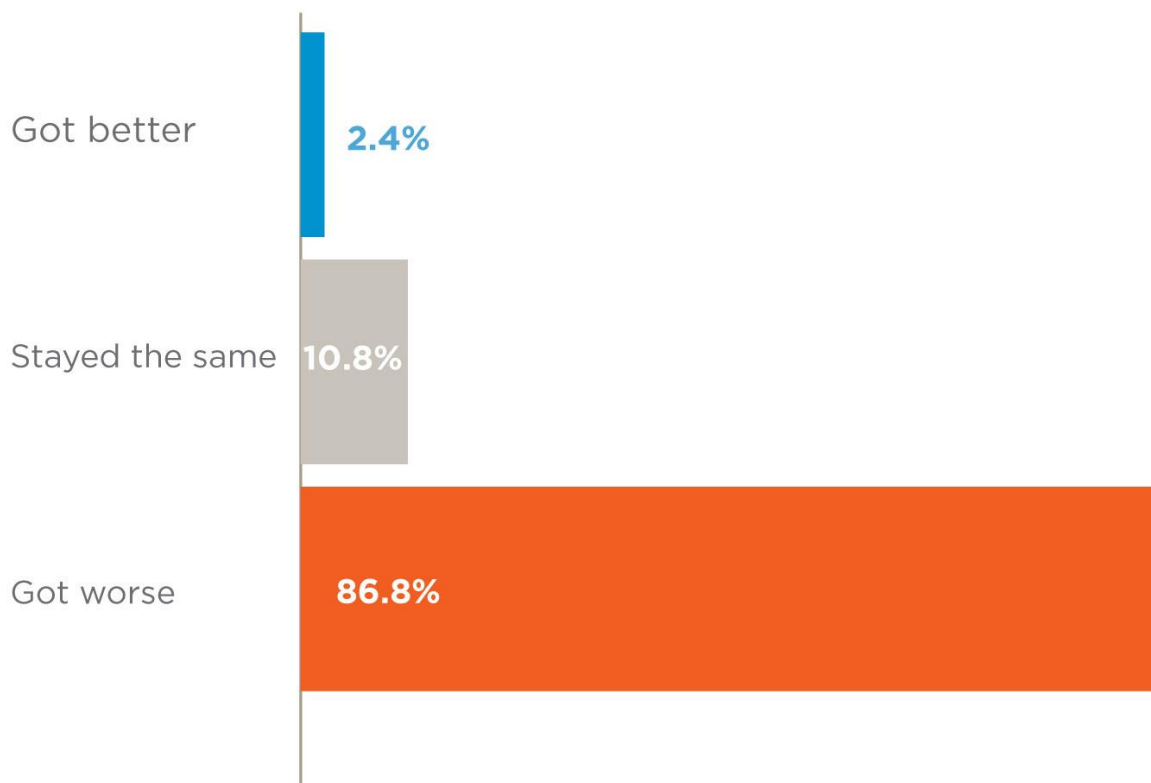


64% think mental health negatively
affected

Perception of headship

- Attractiveness of headship thought to have got worse over the past five years.
- In our 2014 survey, 74% said headship had become less attractive since 2010, in comparison to 87% today.
- Our results show strongest feeling among school leaders in independent schools.

Attractiveness of headship over the past five years



Discussion:

What can be done to ensure your wellbeing comes first?

Why is headship being perceived as an unattractive career? How can we raise its profile for the better?

What is your school doing about its leadership pipeline?

Looking forward

- Schools are the powerhouse of our economy
- It's not all broken
- School leadership varied and exciting role
- Sector has been through change before
- Importance of collaboration

The **message** from school leaders is **loud**
and **clear**: cut down on **changes**,
address our **workloads**,
help us collaborate,
and make sure we all know
what works

