

Common Inspection Framework: Leadership & Management

HOW2

PINPOINT



The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant.

Max DePree, author of *Leadership is an Art*, *Leadership Jazz*, and founder of seminal furniture company Herman Miller

What Ofsted want to see

The new CIF is looking for leadership and management (L&M) to demonstrate a higher level of responsibility towards teachers than ever before. Inspectors have to judge:

“How successfully leaders and managers and governors secure and sustain improvements to teaching, learning and assessment through high quality professional development and robust performance management to tackle weaknesses and promote good practice across all kinds of provision.”

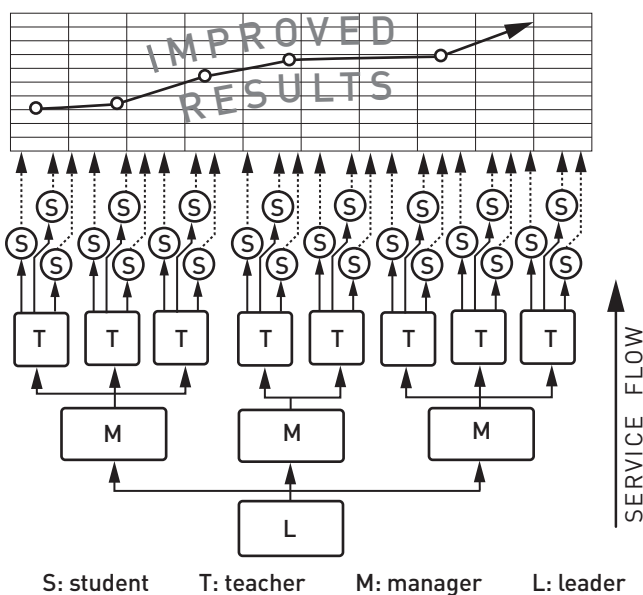
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This PinPoint gives you a framework to understand the new challenge at a deeper level through the concept of service and the support of the HOW2 app.

Service: flipping the organisational chart

We all know, by now, to start with the end in mind. This doesn't just apply to writing lesson plans however. It applies to recognising the purpose of the whole organisation.

After all, it's only the students themselves who can directly influence the end of year results. Everybody else is track-side, cheering them on. So the traditional, top-down organisational chart, needs flipping in order to understand the logical flow of service. Leaders need to empower their managers to work effectively with teachers who themselves have the final job of developing their students' learning power for improved results.



S: student T: teacher M: manager L: leader



HOW2s demystify evidence-based teaching and are a core ingredient in our strategy to support all our teachers in improving their craft”

Virginia Barrett, Vice Principal, East Berkshire College



I will be renewing our subscription to the HOW2s for next year; they are invaluable in helping us to grow ‘our’ teachers into outstanding teachers by giving them ideas and strategies that they can utilise in their teaching.

Karen Markham, director of T&L Barnsley College



HOW2s create this shared understanding of what outstanding teaching looks like amongst our managers and our teachers.

Faruk Miah, Manager, Idea Store Tower Hamlets Adult Education



Looking at these visualisations that take you through that teaching strategy, step-by-step, is like gold dust really.

Rosie Douglas, Manager, Mid Kent College

Improvements to TLA

Colleges with grade 3 or 4 need to secure improvements while those with grades 1 and 2 need to sustain them. HOW2s provide teachers with active learning techniques that both engage students and teach them how to be more effective learners. They help teachers provide the highest standard of TLA.

Professional Development

The HOW2 app, with its 150+ evidence-informed techniques provides teachers with the practical *know-how* modern professionals deserve. Its presence is a demonstration of the leadership's strategic and tangible support for high quality, daily professional development.

Performance Management

Both sides of PM are addressed by the HOW2 app. It provides L&M with the means to monitor and report on teacher development. As well as offering immediate access to pedagogical expertise with which to support teacher development.

Sharing Good Practice

The HOW2 Skills Exchange gives teachers unprecedented daily opportunities to learn from each other. The visual HOW2s create a shared understanding that bridges gaps across faculties and campuses, creating a constellation of best practices.