

BCS-RH-VW-TeachWkld-Corresp

5th December, 2003

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**To: Headteachers of all
Norfolk schools**

Dear Colleague,

School Workforce Remodelling – “First Tranche Schools”

As you may be aware, the LEA has been asked by the National Remodelling Team to nominate at least three schools to receive training in the first tranche as the remodelling programme is rolled out.

Accordingly, you are invited to apply to the LEA for consideration to be put forward as one of the three schools in this phase although any information you provide will be helpful in deciding, also, who the LEA should nominate for the second tranche. The commitment required will include the ability to attend for national training of around three days and be proactively involved in the delivery of training to others in Norfolk and Suffolk subsequently.

If you are interested, you will need to demonstrate in respect of your school that you have:-

- a positive commitment to creating a modern workforce and are signed up to the extended role for support staff;
- engaged in the process of deciding what key local issues were for the school;
- ownership of the change agenda, having made efforts to ensure that the issues were addressed;
- a history of successful collaboration and working in a partnership/coaching role with other schools;

- recognised that each school needs to come to their own contextually correct approach to remodelling;
- already addressed the National Agreement;
- a school community which participates in decision making and a school workforce which embraces changes to working practices;
- recognised the benefits of a changed management team in addressing workforce remodelling.

Whilst I recognise that few schools will be able to demonstrate all these characteristics, if you have made significant progress and have a strong desire to change the way things are done and are keen to fully involve all of the school team in the change, we would like to hear from you.

Please make your submission on no more than one side of A4 to:

Mr Fred Corbett
Assistant Director of Education
Norfolk Education Advisory Service
County Hall
Martineau Lane
Norwich
NR1 2DL

in writing or by e-mail to fred.corbett@norfolk.gov.uk by 19th December, 2003.

If you have immediate queries, please do not hesitate to contact Bob Hedley on 01603 222418 or via e-mail at bob.hedley@norfolk.gov.uk.

Yours sincerely,

Bryan Slater
Director of Education