

System Leadership Update for Governors and Headteachers - Autumn 2015

Working together, the Headteachers and the Local Authority have developed System Leadership in a number of exciting ways. System Leadership is not simply school to school support. Neither is it a process that automatically makes the Headteacher the centre of activities.

The roles that can be included within System Leadership, although always evolving, currently include: Being a professional partner to a new Head; Supporting governing bodies with Headteacher recruitment; carrying out Pupil Premium reviews; if Ofsted trained-helping a school assess readiness for inspection; where Heads have experience of leading more than one school-acting as a Collaboration Champion to support schools who may be thinking of developing their approach to school leadership; hosting three day internships for aspiring Headteachers; training alongside Educational Challenge Partners to become Norfolk Challenge Partners; acting as an Interim Headteacher at a school with particular situations plus School to School support which can vary from informal and infrequent right through to formal involving DFE funding via the Teaching School Alliances and a wide variety of members of the school team.

Norfolk System Leader Headteachers (NSLHT) are a group comprising of National Leaders of Education (NLE), Local Leaders of Education (LLE) and Norfolk System Leaders (NSL). NSLHTs are generally Heads of schools rated by Ofsted as Good or Outstanding. However, it is possible that a school subsequently receives an inspection judgement the Requires Improvement or in the future Coasting. This does not result in a loss of the title Norfolk System Leader, but it may well affect the capacity of that leader and their school to work alongside others.

Schools are only visited to engage them in the NSL training when the school is rated as Good or Outstanding by Ofsted. Again, the anomaly can be that the Local Authority will categorise all schools according to risk throughout the year. This means that although remaining Ofsted Good or Outstanding, a school may be risked in any category including a School of Concern (to the authority only.) This may mean that NSL training can take place, but the capacity of that Head will probably mean that there are many roles within System Leadership that are currently inapplicable, but not all.

Therefore, System Leadership, although frequently referred to in simple terms, is quite a complicated process. The important things are to have a 'trained' workforce of Norfolk System Leaders but, the capacity of both the Head and their school must be taken into account prior to any System Leadership work is undertaken.

For further discussion please contact:

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