



North Somerset Teaching Alliance North Somerset Leader of Education

Who is it for?

North Somerset Leaders of Education (NSLEs) come from any school within the North Somerset Teaching School Alliance (NSTA). They are excellent teachers with at least two years' teaching experience and are relatively new to responsibility or leadership roles. They have a particular area of expertise and a successful track record of improving achievement and outcomes for pupils.

What will it achieve?

NSLEs will work collaboratively with teachers and leaders across their own school as opposed to across the NSTA with a commitment to developing whole school practice. They have, and will be supported to develop, an understanding of what great teaching in their area of specialism looks like and can help other teachers and leaders to achieve it in their own context. Each NSLE will provide their own school with an even greater capacity for improvement. The NSLE is a pre-SLE role. It is designed for excellent teachers who are relatively new to having a responsibility or leadership role and / or have had limited opportunities at this stage of their career to work across their school.

What does it involve?

There are two possible strands to this role to choose from:

- **Action research:** This pathway will be a classroom based enquiry that focuses on developing innovative approaches to teaching and learning. This action research will link to the improvement priorities of their own school and ultimately be shared with all staff.

Each 'project' will follow approximately the following format:

Term 1 + 2

Initial research is undertaken during which time relevant literature and theory is explored, recorded and reviewed. This will lead to the development of their own practice in this chosen area of study.

Term 3 + 4

This term will see the NSLE widening their involvement beyond their subject area in order to help others develop similar approaches in their own classrooms. Observe, review and refine practice.

Term 5 + 6

Development and consolidation across their subject with opportunities to guide, mentor and coach others in this chosen focus. This will then lead to the sharing of the project through a presentation to staff in their own school and, if appropriate, in other schools from the NSTA.

- **Coaching and mentoring**

The NSLE role is about developing other teachers so that they have the skills to improve their practice and, if appropriate, more effectively lead their own teams. This pathway will be conducted through one-to-one peer coaching/mentoring or facilitated group support and will involve developing their own practice, modelling for others, co-planning, observing, providing feedback and coaching others to make improvement in their own practice. NSLEs working on this pathway log their coaching conversations, observation reviews and will be asked to present their impact to senior staff. The focus will link to the improvement priorities of their own school.

NSLEs will be expected to meet with Chris Moyse regularly to discuss their progress and findings. Chris will also be available to support them with their project's development and/or their coaching skills.